BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 1995

Annual organizational meeting of the Board of School Directors called to order by the Director, Office of Board Governance at 6:32 PM.

The Director, Office of Board Governance read into the record the certification of the City Clerk that the following persons, who were elected or re-elected to membership on the Milwaukee Board of School Directors on April 4, 1995, had taken the oath of office and were duly qualified to serve:

Four-year term expiring April, 1999:

Joseph Fisher
John Gardner
Christine Sinicki
Sandra Small
Leon Todd

The following members responded to roll call:

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

Absent—None.

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

ELECTION OF BOARD PRESIDENT

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

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

1ST THROUGH 5TH BALLOTS

Director Bills	Director Bills
Director De Bruin	Director Bills
Director Fisher	Director Todd
Director Gardner	Director Sinicki
Director Johnson	Director Bills
Director O'Neil	Director Todd
Director Sinicki	Director Bills
Director Small	Director Todd
Director Todd	Director Todd

Director Bills—4
Director Todd—4
Director Sinicki—1

6TH BALLOT

Director Bills .....Director Bills
Director De Bruin .....Director Bills
Director Fisher .....Director Todd
Director Gardner .....Director Johnson
Director Johnson .....Director Bills
Director O'Neil .....Director Todd
Director Sinicki .....Director Bills
Director Small .....Director Todd
Director Todd .....Director Todd

Director Bills—4
Director Todd—4
Director Johnson—1

7TH THROUGH 10TH BALLOTS

Director Bills .....Director Bills
Director De Bruin .....Director Bills
Director Fisher .....Director Todd
Director Gardner .....Director Sinicki
Director Johnson .....Director Bills
Director O'Neil .....Director Todd
Director Sinicki .....Director Bills
Director Small .....Director Todd
Director Todd .....Director Todd

Director Bills—4
Director Todd—4
Director Sinicki—1

11TH BALLOT

Director Bills .....Director Bills
Director De Bruin .....Director Bills
Director Fisher .....Director Todd
Director Gardner .....Director Bills
Director Johnson .....Director Bills
Director O'Neil .....Director Todd
Director Sinicki .....Director Bills
Director Small .....Director Todd
Director Todd .....Director Todd

Director Bills—5
Director Todd—4

Director Bills, having been duly elected President of the Board of School Directors for the ensuing year, was escorted to the Chair by Directors De Bruin and Johnson.

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

Director Johnson—5
Director Todd—4

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

DESIGNATION OF BOARD CLERK

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

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

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

President Bills indicated that she would serve as the ex-officio member of the Library Board.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

Directors De Bruin, Gardner, Sinicki and Todd and President Bills were appointed to the Milwaukee Area Technical College Appointment Committee.

APPOINTMENT OF REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS

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

APPOINTMENT OF REPRESENTATIVE TO CESA #1

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

APPOINTMENT OF REPRESENTATIVES TO THE COMPACT FOR EDUCATIONAL OPPORTUNITY

The following Board and staff members were appointed the Compact for Educational Opportunity through June 30, 1995:

Compact for Educational Opportunity:

Board Members	Staff Members	Staff Members-Alternates
President Bills	Howard Fuller	Janie Hatton
Director De Bruin	Robert Lawrence	C. Edward Lawrence
Director Johnson	Robert Jasna	Thomas McGinnity
Director Small	Betty Nicholas	Gordon Schuetz
Director Sinicki	Michael Turza	Denise Callaway
Director Fisher (alternate)	Barbara Horton	Larry Lenox
	Aquine Jackson	
	Olga Valcourt-Schwartz	

MERO:

Board Member	Staff Member
Director De Bruin	Barbara Horton

Ombudsperson Oversight Committee:

Board Member
Director Johnson

Operations Committee:

Staff Members
Robert Lawrence
Michael Turza
Aquine Jackson

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of April 11, April 12 and April 13, 1995

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

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Abstaining from Voting—Director Gardner—1.

UNFINISHED BUSINESS

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

Board of School Directors

Consideration of an amendment to the Legislation, Rules and Policies Committee Recommendation regarding Approval of Board Rule 1.07 and Article II (4-20-95)
Resolution by President Bills regarding a Student Responsibility Act (4-20-95)

Legislation, Rules and Policies Committee

Communication from the Public Accountants regarding Proceedings for the Milwaukee Public Library Board (2-22-95)
Resolution by Director Johnson regarding Periodic Three-year Revision of Policies, Rules and Procedures (2-22-95)
Resolution by Director Johnson regarding Development of the Board's Legislative Agenda for 1994-95 (2-22-95)
Resolution to Develop the Manner of Hearing and Disposing of Complaints that the Board Receives Against a Board Member (4-20-95)

Strategic Planning and Budget Committee

Resolution by Director Johnson regarding Revisiting the Facilities Master Plan (2-22-95)
Resolution by Director Small regarding Moving the Craig Alternative Program to Another Site & Reopening the School (9-28-94)
Resolution by Director Small regarding Increasing the Number of Partnership Schools (9-28-94)
Resolution by Director Small regarding the MPS Decentralization Process (3-1-95)

Instruction and Community Relations Committee

Resolution by Directors Todd and O'Neil to Create and Fund a Second Spanish Immersion School (10-26-94)

Finance and Facilities Committee

Resolution by Director Todd regarding Building Modifications for Rufus King (6-29-94)
Resolution by Directors Bills and Johnson regarding a Contractor Breakdown of Labor Force (10-26-94)
Resolution by Director Bills regarding Elementary School Transportation Cost Savings (11-2-94)
Communication from Shelby Jean regarding Transportation Policy for 4 and 5 year olds (11-30-94)
Resolution by Director Todd to Preserve the Architecture of Washington High School and Townsend Elementary School (11-30-94)

Personnel and Negotiations Committee

Resolution by Director Todd regarding a Program to Recruit African-American Male Teachers (1-25-95)

Resolution by Director Johnson regarding Revision of Teacher Certification Requirements (2-22-95)

With respect to the first item of unfinished business pending before the Board, namely, Consideration of an Amendment to the Legislation, Rules and Policies Committee Recommendation regarding Approval of Board Rule 1.07 and Article II (4-20-95), Director De Bruin moved to amend the Board rules as follows:

1) Amend "1.07 Order of Business" to add after "Reports of Special Committees" the words "Regular Items of Business".

1.07 Order of Business.
Call to order
Roll call.
Awards and recognitions.
Correction and approval of minutes.
Communications from city and county departments.
Reports and communications from the superintendent of schools.
Reports and communications from the director of board governance.
Reports of standing committees.
Reports of special committees.
Regular items of business
Unfinished business.
New business.
Communications and petitions.
Resolutions.
Adjournment.

2) Amend by adding a new "1.09 Regular Items of Business" and renumber all items in this section accordingly. The new rule 1.09 shall read:

1.09 Regular Items of Business

The Board shall at each Board meeting resolve itself into a committee of the whole for the purpose of giving public hearing on all regular items of business. The Board shall consider and take action on all matters coming to the Board as regular business. Regular Business shall include, but may not be limited to the following instructional, community relations, personnel, negotiations, and finance and facilities matters.

Instructional matters shall include instructional programs, courses of study, textbook adoptions, educational supplies and reallocation of instructional funds within instructional areas. When the Board adopts for use in the public schools any textbook or textbooks, the same shall not be changed for six years thereafter. Textbook adoption recommendations shall be reviewed in accordance with Board policy.

Community relations matters shall include matters pertaining to relations with the community and with the mass media, reviewing the publications of the Milwaukee Public Schools, hearing citizen complaints, preparing guidelines for all advisory and citizen committees, including regular periodic reports from each group and allocation of appropriated funds for expenses of and services to community and special committees.

Financial matters shall include matters pertaining to the Board contingent fund, contracts and bids required by law, student transportation, and attendance district boundaries. The earmarking of an amount in or the transfer of money from the Board contingent fund shall require a recorded affirmative vote of two thirds of the Board members present at the Board meeting at which either such action is taken. The Board shall establish fund transfer policies specifying those transfers that may be authorized by the superintendent and those which require review and approval of the Board.

Facilities matters shall include building repairs, alterations, improvements, improvement of grounds, purchases, development of sites; erection of new buildings, additions to buildings, major alterations and remodelings. No site shall be purchased or leased, nor shall any building be erected or materially altered or remodeled without resolution duly passed by the Board.

Personnel matters shall include matters pertaining to the appointments of all full-time and regular part-time employees as required by law or Board policies, approval of personnel transactions as required by law or Board policies including appointment of probationary personnel and allocation of appropriated funds for new and vacant positions.

Negotiations matters shall include negotiations with organized employees, approval of all salary schedules, grievances and complaints of employees unless otherwise provided for in these rules, employee transportation, and pupil personnel, including student rights policy, review of student discipline, and student complaints.

Other items to be considered under personnel and negotiations matters include:

a) Salary Schedules**.** The Board shall consider all proposals or requests for revisions or changes in salary schedules, and shall make recommendations thereto. The Board shall annually determine and fix salary schedules for all of its employees — except the prevailing wage rates, which may be amended by the Board from time to time. (A recorded affirmative vote of two thirds of the members of the Board shall be required for the amendment or repeal of the provision concerning the amendment of prevailing wage rates.) All schedules of salaries annually fixed by the Board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the Board. (LEGAL REF.: W.S. 119.40)

b) Salary Increases**.** No increase in salary without change in duties and responsibilities, other than automatic training and service increments provided for in salary schedules and increases based on Board-approved changes in the prevailing wage rates, shall be granted except upon recommendation of and approval of the Board or by special action of the Board.

c) Teachers' Examination and Appointment. The examination of teachers shall be conducted by the superintendent and his assistants, and the results of such examination shall be available for inspection by the Board. In conformity with and subject to the provisions of sections 119.18, and 119.32 of the Wisconsin Statutes, the employment, classification, transfer and promotion of all employees included thereunder, shall be acted upon by the Board upon recommendation of the superintendent. Classifications and transfer refer to the various groups and divisions of the salary schedules. All appointments shall be to the unassigned list. Assignments shall be made by the superintendent.

d) Probationary Appointment**s**. Before the monthly meetings of the Board in January and June, and at such other times as may be necessary, it shall be the duty of the Board to receive from the superintendent a report of certificated and recreation and community education personnel serving on the probationary list who are recommended for continued employment. The Board shall consider and approve all recommendations.

3) Amend "Article II Committees 2.01" to read as follows:

ARTICLE II
COMMITTEES

2.01 Standing, Special and Functional Committees; . (l) There shall be four regular standing committees of the Board . The audit and personnel committees shall have five members each. All Board members shall be members of the strategic planning and budget committee. The president of the Board shall be chair of the committee on legislation, rules and policies and all Board members shall be members of the committee on legislation, rules and policies. Special committees may be appointed by the Board or the president from time to time consisting of Board members and/or other persons. All standing committees may from time to time appoint subcommittees consisting of committee members and others. Functional

committees may be appointed by the Board or the president. Functional committees may

consist of no less than three and no more than seven Board members. No more than three (3) functional committees shall exist at any given time during the year.

(2) Special committees and subcommittees shall handle only such matters as may be referred to them; and unless otherwise provided, shall report to the Board, or, if appointed by a committee, to the committee by which appointed.

(3) Special committees and subcommittees shall be subject to state statutes, Board rules and policies.

(4) Functional committees shall handle matters as set forth in a committee charge and shall consider major district initiatives or issues, making periodic reports to the Board. LEGAL REF.: 119.10 (3)

4) Amend "Article II Committees" 2.02 as follows:

2.02 Committee Meetings. Unless otherwise ordered by the respective chair, standing committees shall meet at 6:00 P.M., according to a schedule adopted by the Board on an annual basis. Meetings of the committee on strategic planning and budget and the committee on legislation and rules and policies shall meet at the call of the chair. Special meetings of committees, and meetings of special and functional committees shall be held at the call of the respective committee chair or upon the written request of two committee members. Such request from committee members shall state the time and place of the meeting and the purpose or purposes for which it is being called.

5) Amend "Article II Committees" by deleting 2.05, 2.06, 2.08, 2.15, 2.16, 2.31, 2.32, 2.33, 2.34, 2.35 and transfer the power and duties to the new 1.09 - Regular Items of Business

~~COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS~~

~~**2.05 Powers and Duties.** (1) The committee on instruction and community relations shall consider and make recommendations to the Board on all matters pertaining to the instructional programs, courses of study, textbooks and related educational supplies for the schools. When the Board has adopted for use in the public schools any textbook or textbooks, the same shall not be changed for six years thereafter.~~

~~(2) The committee shall have the authority to recommend reallocation of instructional funds within instructional areas to the Board for approval. In addition, the committee shall consider and make recommendations to the Board on all matters pertaining to relations with the community and with the mass media.~~

~~(3) The committee shall also be responsible for reviewing the publications of the Milwaukee Public Schools, hearing citizen complaints, and preparing guidelines for all advisory and citizen committees, including regular periodic reports from each group. The committee shall have the authority to recommend allocation of appropriated funds for expenses of and services to community and special committees to the Board for approval.~~

~~**2.06 Textbooks.** The committee on instruction and community relations shall review recommendations concerning textbook adoptions in accordance with Board policies, and shall report its recommendations to the Board.~~

~~COMMITTEE ON FINANCE AND FACILITIES~~

~~**2.08 Powers and Duties.** (1) The committee on finance and facilities shall consider and make recommendations to the Board on all matters pertaining to the Board contingent fund, contracts and bids required by law, student transportation, and attendance district boundaries. It shall have general charge of all building repairs, alterations, and improvements, as well as the improvement of grounds, and shall make recommendations to the Board with respect to all major work of this nature.~~

~~(2) It shall also have general charge of, and make recommendations to the Board with respect to, the purchase, improvement, and development of sites; the erection of new buildings and additions to buildings, and major alterations and remodelings. No site shall be purchased or leased, nor shall any building be erected~~

or materially altered or remodeled without resolution duly passed by the Board.

(3) In those months when a regular committee meeting is not scheduled the superintendent or the director of board governance may bring bids, contracts, purchases and fund transfers needing attention directly to the Board for action.

2.15 Appropriations. The Board shall establish fund transfer policies specifying those transfers that may be authorized by the superintendent and those which require review by the finance and facilities committee and approval of the Board.

2.16 Contingent Funds. The earmarking of an amount in or the transfer of money from the Board contingent fund shall require a recorded affirmative vote of two thirds of the Board members present at the Board meeting at which either such action is taken.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

2.31 Powers and Duties. (1) The committee on personnel and negotiations shall consider and make recommendations to the Board on all matters pertaining to the appointments of all full-time and regular part-time employees as required by law or Board policies, approval of personnel transactions as required by law or Board policies including appointment of probationary personnel , negotiations with organized employees, approval of all salary schedules, grievances and complaints of employees unless otherwise provided for in these rules, employee transportation, and pupil personnel, including student rights policy, review of student discipline, and student complaints.

(2) The committee shall have the authority to recommend allocation of appropriated funds for new and vacant positions to the Board for approval.

(3) In those months when a regular committee meeting is not scheduled, the superintendent or the director of board governance may bring personnel transactions needing attention directly to the Board for action.

2.32 Salary Schedules. The committee shall consider all proposals or requests for revisions or changes in salary schedules, and shall make recommendations to the Board relative thereto. The Board shall annually determine and fix salary schedules for all of its employees — except the prevailing wage rates, which may be amended by the Board from time to time. (A recorded affirmative vote of two thirds of the members of the Board shall be required for the amendment or repeal of the provision concerning the amendment of prevailing wage rates.) All schedules of salaries annually fixed by the Board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the Board. LEGAL REF.: W.S. 119.40

2.33 Salary Increases. No increase in salary without change in duties and responsibilities, other than automatic training and service increments provided for in salary schedules and increases based on Board-approved changes in the prevailing wage rates, shall be granted except upon recommendation of the committee on personnel and negotiations and approval of the Board or by special action of the Board.

2.34 Teachers' Examination and Appointment. The examination of teachers shall be conducted by the superintendent and his assistants, and the results of such examination shall be available for inspection by the committee on personnel and negotiations. In conformity with and subject to the provisions of sections 119.18, and 119.32 of the Wisconsin Statutes, the employment, classification, transfer and promotion of all employees included thereunder, shall be acted upon by the committee upon recommendation of the superintendent, subject to approval by the Board. Classifications and transfer refer to the various groups and divisions of the salary schedules. All appointments shall be to the unassigned list. Assignments shall be made by the superintendent.

2.35 Probationary Appointments. Before the monthly meetings of the Board in January and June, and at such other times as may be necessary, it shall be the duty of the committee on personnel and negotiations to receive from the superintendent a report of certificated and recreation and community

~~education personnel serving on the probationary list who are recommended for continued employment. The committee shall consider such recommendations and report its action thereon for final approval by the Board.~~

6) Amend "Article II Committees" by transferring 2.41 Committee on Audit to a new 2.05 as is; adding a new 2.06 - Committee on Personnel to read as follows:

AUDIT COMMITTEE

2.05 Powers and Duties. (1) The committee shall have oversight responsibility relative to all district audit activities. It shall review the reports of the office of board governance/internal audit as well as those reports issued by external auditors to ensure that departments, divisions and schools implement the internal control, compliance, economical efficiency, and program effectiveness recommendations so that the Board can assure the public that all operations and programs funded with public resources are operating effectively, efficiently and economically.

(2) The committee shall have all of the Board's books and accounts audited annually by a certified public accountant and shall transmit the respective audits and reports to the Board at its regular meeting within two months after the audit is issued. The audit shall include a report by the certified public accountant on observations and recommendations relating to internal controls and other accounting, administrative and operating matters.

COMMITTEE ON PERSONNEL

2.06 Powers and Duties. (1) The committee on personnel shall consider and make recommendations to the Board on all disciplinary and evaluation matters as currently set forth in any collective bargaining agreements as well as those matters specified in the Administrators and Supervisors Council (ASC) grievance procedures.

7) Amend "Article II Committees" by transferring 2.40 Committee on Strategic Planning and Budget to a new 2.07 as is, and 2.19 and 2.20 Committee on Legislation, Rules and Policies to new 2.08 and as 2.09, and 2.42 Advisory Committees to a new 2.10 as is.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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.
LEGAL REF.: W.S. 119.16 (8)

COMMITTEE ON LEGISLATION, RULES AND POLICIES

2.08 Powers and Duties. (1) The committee on legislation, rules and policies shall consider proposed local, state, and federal legislation affecting the Milwaukee Public Schools and make

recommendations to the Board relative thereto. It shall also consider proposed changes in laws, the Board's

policy manual and administrative rules affecting education generally and, to the extent deemed advisable by the committee, make recommendations to the Board with respect thereto.

(2) In the absence of official action with respect to representation on policy matters, the chair of the committee on legislation, rules and policies or his/her designee, shall attend meetings of city, county, and state officials and departments when the Board is to be represented at such meetings; and if deemed advisable or necessary shall report its findings to the committee and/or the Board. The committee shall also consider and make recommendations to the Board on proposed amendments to the rules and codification of Board policies. (see section 1.10.)

2.09 Legislative Representation. (1) The chief lobbyist, as the superintendent's designee, shall be the Board's legislative representative, but the committee on legislation, rules and policies may arrange for such additional representation as it may deem advisable.

(2) Members of the Board and those persons authorized to speak on its behalf with respect to legislation being considered by the Wisconsin legislature or committees thereof shall be guided by the position taken by the Board – or by the committee on legislation, rules and policies in the interim between Board meetings – with respect thereto.

2.10 Advisory Committees. The Board may constitute advisory committees for the purpose of establishing better communication with and involvement of the community in dealing with particular needs. The Board president shall have authority to appoint these committees.

8) Instruct the Office of Board Governance to amend the Board policies and procedures that relate to these rule changes accordingly and bring to the Board for review.

Director De Bruin moved to amend the proposed above amendments to Board rule 2.01 as follows:

2.01 Standing, Special and Functional Committees; . (l) There shall be four regular standing committees of the Board . The audit and personnel committees shall have five members each. All Board members shall be members of the strategic planning and budget committee. The president of the Board shall be chair of the committee on legislation, rules and policies and ~~all Board members~~ the chairs of the committees on audit, personnel and strategic planning and budget shall be members of the committee on legislation, rules and policies.

The amendment to proposed new Board rule 2.01 was adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of the proposed amendments to the Board rules, the amendments were adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil and President Bills—6.

Noes—Directors Sinicki, Small and Todd—3.

With respect to the balance of the items of unfinished business, Director De Bruin moved that the items for referral to the Finance and Facilities, Personnel and Negotiations and Instruction and Community Relations Committees be forwarded to an appropriate Committee at the President's discretion.

The motion prevailed, the vote being as follows:

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

Noes—None.

The items listed for referral to the Legislation, Rules and Policies Committee and the Strategic Planning and Budget Committee were referred as indicated.

NEW BUSINESS

In view of the Board's previous action with respect to the elimination of the Personnel and Negotiations, Instruction and Community Relations and Finance and Facilities Committees, Director Johnson moved that the Board schedule three meetings per month.

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

Ayes—9; Noes—0.

The Board adjourned at 7:21 PM.

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

STANDING COMMITTEES

Audit

Directors De Bruin, chair; Bills, Gardner, Johnson, Sinicki

Personnel

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

Legislation and Rules Committee

Directors Bills, chair; De Bruin, Gardner, Johnson

Strategic Planning and Budget Committee

Directors De Bruin and Johnson, co-chairs; Bills, Fisher, Gardner, O'Neil, Sinicki, Small, Todd

FUNCTIONAL COMMITTEE

Innovation/School Reform

Directors Sinicki, chair; De Bruin, Fisher, Gardner, Johnson

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 1995

Special meeting of the Board of School Directors called to order by President Bills at 5:33 PM.

Present—Directors De Bruin (5:38 PM), Fisher, Gardner, Johnson (5:35 PM), O'Neil, Sinicki, Small (5:41 PM) and President Bills—8.

Absent—Director Todd—1.

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

April 25, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held At 5:30 PM, Wednesday, April 26, 1995, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) considering and possibly acting on a renewal of the contract of the current Director of Board Governance/Board Clerk and determining the term and compensation of that individual; (2) considering and possibly acting on contractual arrangements with the current superintendent; and (3) considering and possibly acting on the selection and hiring of an acting superintendent and determining the term and compensation of that individual.

Pursuant to the provisions of Section 19.85 (1) (c), Wisconsin Statutes, the Board may retire to executive session to consider (1) renewal of the employment agreement with the Director of Board Governance/Board Clerk, including the term and structure of compensation of that individual; (2) modifications to the term and structure of compensation of the current Superintendent under his employment agreement with the Board; and (3) the employment of a specific individual as acting superintendent, and an employment agreement for that individual, including the term and structure of compensation.

The Board may reconvene in open session to take action on matters considered in executive session.

NANCY R. NOESKE
Director

Director O'Neil moved that the Board retire to executive session to consider (1) renewal of the employment agreement with the Director of Board Governance/Board Clerk, including the term and structure of compensation of that individual; (2) modifications to the term and structure of compensation of the current Superintendent under his employment agreement with the Board; and (3) the employment of a specific individual as acting superintendent, and an employment agreement for that individual, including the term and structure of compensation.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Johnson, O'Neil, Sinicki and President Bills—6.

Noes—None.

The Board retired to executive session at 5:38 PM.

Director Sinicki left at 6: 20 PM.

The Board reconvened in open session at 6:44 PM.

With respect to the Director, Office of Board Governance, Director De Bruin moved that a letter of intent of renewal be sent to the Director, Office of Board Governance before April 30, 1995; that the current employment contract with the Director, Office of Board Governance be extended through June 30, 1996; and that effective July 1, 1995, the Director, Office of Board Governance's salary and benefits be increased by an amount of 3.8%, pursuant to sec. 118.245 (3), Wis. Stats.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to the current Superintendent, Director Johnson moved that the Board authorize the payment of salary and benefits through July 31, 1995, with the terms as outlined in the Superintendent's current employment agreement.

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

Ayes—7; Noes—0.

With respect to the designation of an Acting Superintendent, Director Small moved that the Board offer an employment agreement to Mr. Robert Jasna as Acting Superintendent for the term beginning July 1, 1995, through June 30, 1996, and that the Board further authorize the President and Vice-President to determine the compensation package and bring the item back to the Board for final approval.

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

Ayes—7; Noes—0.

President Bills made the following statement:

"I am very pleased that the Milwaukee Board of School Directors has voted tonight to appoint Robert Jasna as Acting Superintendent of the Milwaukee Public Schools. Mr. Jasna will be Acting Superintendent as of July first.

"Mr. Jasna is a respected and dedicated educator who has played a vital role in the reform initiatives that the Board and the administration have moved forward over the past four years. Mr. Jasna developed and continues to provide important guidance on the School-To-Work initiative. He oversees the innovative schools option process that has resulted in five innovative schools being approved by the Board of School Directors for operation next school year. His insight and experience also play a pivotal role in the successful day to day operations of the Milwaukee Public Schools.

"Mr. Jasna has 33 years of experience as a teacher, administrator, associate superintendent and deputy superintendent in the Milwaukee Public Schools.

"Under his leadership, I am convinced the efforts the district already has in place to improve student achievement will continue to be successful.

"Working together, I am sure Mr. Jasna and the Board will continue to explore ideas and options to improve accountability to the community and improve the educational options we offer students.

"This community and this Board are fortunate that Mr. Jasna has agreed to accept the position of Acting Superintendent.

"I am also pleased that the Board of School Directors is able this evening to reach agreement with Superintendent Fuller on the remainder of his contract with MPS.

"Dr. Fuller's last official day as Superintendent will be June 30, 1995. However, we will grant his request to use accumulated vacation time from July first through July 31st.

"I would like to say how much I appreciate the dedication and commitment Dr. Fuller has shown to the Board of School Directors and to the children of the Milwaukee Public Schools over the past four years. Working together, Dr. Fuller and the Board have placed the Milwaukee Public Schools on the cutting edge of educational reform. I also believe Dr. Fuller has given the district the necessary leadership that will now allow student achievement in MPS to continue to improve. He has the thanks of the Board and of this community for his efforts."

The Board adjourned at 6:50 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd (6:45 PM) and President Bills—9.

Absent—None.

APPROVAL OF MINUTES

The minutes of the April 24 organizational meeting and the special Board meeting of April 26, 1995 were held over to the May 24, 1995 Board meeting.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comments on Items 1 through 5 of the Regular Items of Business, listed below.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:33 PM.

The Board rose from the Committee of the Whole at 6:45 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had given hearing to interested persons with respect to Items 1 through 5 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Award of Construction Contracts

The Superintendent recommended that the proposals of the following contractors to furnish the labor and materials required in connection with the projects, in accordance with plans and specifications on file be, and they hereby are, accepted; and contracts for furnishing such labor and materials and doing the work be, and they hereby are, awarded as follows:

Roof Replacements
Division 2—Malcolm X Academy
Christiansen Roofing Co., Inc., second low bidder, base bid of $123,406

Electrical Service Revisions/New Outlets
Garden Homes School
Pieper Electric, Inc., second low bidder, base bid of $50,743

Townsend Street School
WIL-surge Electric, Inc., low bidder, base bid of $69,240

Masonry Repairs
Townsend Street School
Wisconsin Restoration, Inc., second low bidder, base bid of.....$269,859

Director De Bruin moved that the Board award the contracts as recommended by the Superintendent.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Authorization to Make Purchases

That Superintendent recommended that the Board authorize the following purchases:

B-5156 7 ea Tractors with Snowblowers & Mowers (Facilities)
J.W. Turf Inc., low bidder, at $76,238.40

B-5159 97,500 Gallons Unleaded Gasoline (1 yr. contract - Facilities)
Loke Oil Co., low bidder, for an estimated total dollar amount of $88,900.50

B-6163 Various Copiers
Item #1 14 ea Mita 5685
CDP Imaging Systems, low bidder, for a total of $86,976.68
Item #2 6 ea Mita 6090
Office Machine Showcase, low bidder, for a total of.....$70,929.96
Item #3 12 ea Mita 4685
Gestetner, low bidder, for a total of $77,910.00
Item #4 6 ea Mita 7090
Gestetner, low bidder, for a total of $63,886.20

SS-152 Networked Classroom Computers (78th St. School)

Apple Computer (Graham Microage) for 32 ea Macintosh LC580 student and teacher workstations with CD-ROM; printers; early language learning kits; networking; installation, support, and training. $80,852

SS-153 15 Station Computer Curriculum Corp. Lab (Thurston Woods)

Computer Curriculum Corporation (CCC) for a 15 station Macintosh CAI lab including all hardware, courseware, operating system, networking, installation, support, and on-going training $85,059

MPS, at its option, may choose to purchase the hardware direct from Apple Computer if it will result in cost savings.

SS-154 IBM Classroom Computers (Sholes)

Entre Computer for 54 ea IBM Eduquest 486DX model 55 workstations; 9 printers; process writing software; installation; networking; and 30 hours of network support training $147,328

SS-155 Networked IBM System (Financial Systems)

30 ea IBM compatible 486DX2/66 workstations to be purchased off the district's current competitive bid $65,260

Gateway 2000 Corporation for 5 ea Gateway DX4-100 laptop units $16,265

Sehi Corp. for 5 ea HP laptop printers $1,450

Media Management for a 40 user Microsoft Office license $5,559

Graham Microage for network installation $6,717

Total project cost including wiring to be $114,030.

SS-156 Macintosh Writing Lab (Steuben)

Apple Computer (Graham Microage) for 30 ea Macintosh 5200LC student workstations; a file server; secondary reference software bundles; teacher solution software; printers; networking; installation, support, and training $77,600

SS-157 Macintosh School Lab + Additional Hardware for Existing Labs (South)

Various awards as follows:

Apple Computer, 24 ea Macintosh 5200LC workstations & file server $96,187

Card Imaging, Student ID system $12,290

Pfaff, 2 ea computer driven sewing machines & software $3,967

Virco Manufact'g, Furniture (tables & chairs) $4,787

Hewlett-Packard, Laser printers & a plotter $10,161

Tektronics, Color laser printer for student art applications $7,340

Various vendors, Instructional software $4,559

Entre Computer, Additional network hardware $7,069

Various vendors, Multimedia equipment $7,339

The total project cost is $153,699.

SS-158 Computer Equipment to Implement an Internet/ Groupware Solution

Memorex-Telex for a channel attached gateway, super server and Netware software (State contract).....$142,900
Memorex-Telex for a Unix Internet server and firewall system.....$50,000
Ameritech (lease) for a modem bank and management services.....$45,000

Director Johnson moved to approve the purchases.

Director Johnson requested separate consideration of item B-6163, various copiers. There being no objection, the request was granted.

The question being on approval of the balance of the purchases, they were approved, the vote being the same as that preceding:

Ayes—9; Noes—0.

The question being on approval of item B-6163, it was approved, the vote being as follows:

Ayes—Directors De Bruin, Fisher, O'Neil, Sinicki, Small, Todd and President Bills—7.

Noes—Directors Gardner and Johnson—2.

* * * * *

(Item 3) Approval of Wording of Policies Adopted as Part of the FY96 Budget: 1) Decentralization: Position Authority and Fund Transfer Authority; 2) Fund Transfers: Average to Actual Salaries; Contractual Pay Adjustments; and Enrollment Growth/Teacher Reserve; and 3) Expenditure Control.

The Superintendent and the Director, Office of Board Governance advised the Board that:

Background

At its meeting on April 20, 1995, the Board adopted the following policy modifications which were originally submitted as a part of the Superintendent's proposed FY96 Budget:

1. Decentralization
   a. Providing schools the authority to create new positions during the course of the school year to effectively staff schools according to ongoing needs;
   b. Providing schools the authority to make line item adjustments within their budgets with no budget limits as long as the school stays within its budget for the fiscal year.

2. Fund Transfers
   a. Authorizing the Director of Finance, for budgets based on average salaries, to make the necessary budget transfers to adjust budgets to actual salaries;
   b. Authorizing the Director of Finance, to comply with labor contracts, to make the necessary budget transfers from the "unallotted salaries" account to the appropriate school, department and program budgets to adjust budgets for pay raises;

c. Authorizing the Superintendent or his designee to make budget transfers between the Enrollment Growth and Teacher Reserve Funds and school budgets as is necessary to adjust school staffing to the appropriate level. Monies remaining in the Enrollment Growth and Teacher Reserve Funds may be utilized by the Superintendent in a manner which supports Board goals;

3. Budget Control—Authorizing the Superintendent or his designee, if, after approval of the annual budget, an operating deficit is projected to occur due to declining revenues, in any of this district's funds, to implement spending controls to limit spending to available revenues;

4. Financial Reserves—Adopting a policy to continue advance funding for the first six months of the subsequent years property taxes consistent with sound financial management practices based on the formula proposed by the Superintendent's Advisory Committee on Financial Reserve Policy; and adopting a policy to establish a contingency account to finance unanticipated needs at a pre-determined percentage of the operating budget;

Language on the Financial Reserve Policy is being prepared for the Board's consideration in June.

The Superintendent and the Director, Office of Board Governance recommended that the Board adopt the following policy language to implement the policies approved on April 20, 1995:

1995-96 Budget Policy Issues	Budget Document Reference	Current Board Policy
1. Decentralization a. Position Authority (Creation of New Positions) The school principal, who has responsibility for management of the school budget within budget limits for each fiscal year, shall have authority to create new positions during the course of the school year to effectively staff schools according to ongoing needs. The school shall assume the full cost of employee benefits for positions created after October 1st of the fiscal year. The superintendent or his/her designee shall develop standard procedures for reporting the creation of new positions and shall maintain a list of authorized positions in each school.	Page 35	3.03 CC 4.02 DBJ 7.17 GCA
b. Fund Transfer Authority (School Transfers) The school principal shall have authority to make line item adjustments in the school budgets within authorized funding for the fiscal year.	Page 35	4.04 DBK
2. Fund Transfer Authority a. (Average to Actual Salary Adjustments) The superintendent or his/her designee shall be authorized to effectuate budget transfers for the purpose of revising fiscal year budget allocations to reflect funding adjustments from average salaries to actual salaries for budgets based on average salaries. These fund transfers shall be reported to the Board no later than the month following effectuation of the transfers.	Page 107	4.04 DBK

b. (Contractual Pay Adjustments) The superintendent or his/her designee shall be authorized to effectuate fund transfers from the "unallocated salaries" account to the appropriate school, department, and program budgets to adjust budgets for negotiated pay raises. These fund transfers shall be reported to the Board no later than the month following effectuation of the transfer.	Page 107 Cross Reference page 135	4.04	DBK
c. (Enrollment Growth and Teacher Reserve Funds) The superintendent or his/her designee shall be authorized to effectuate fund transfers between the "enrollment growth" and the "teacher reserve fund" accounts and the school budgets as necessary for the purpose of adjusting school staffing to the appropriate level. Monies remaining in the enrollment growth and teacher reserve fund accounts may be utilized by the superintendent at his/her discretion in the support of Board goals. These transfers shall be reported to the Board no later than the month following effectuation of the transfer.	Page 108	4.04	DBK
3. Expenditure Control The superintendent or his/her designee shall be authorized to implement expenditure controls for the purpose of ensuring that expenditures do not exceed projected revenues. The revised budget revenue estimates and the expenditure controls implemented shall be reported to the Board no later than the month following effectuation of the expenditure controls.	Page 108	4.02	DBJ

Director Small moved that the Board adopt the above policy language to implement the policies approved on April 20, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 4) Approval of the Report of Revenues and Expenses

In accordance with Board action of February 3, 1976 (Proc., p. 591), the Superintendent submitted a detailed Report of Revenues and Expenses as of April 30, 1995, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Board's approval. The detailed report was made available to Board members under separate cover.

A. Statement of Revenues:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$622,200,804	$0	$622,200,804	$460,178,688	$162,022,116	74.0%
Categorically Aided	64,712,786	10,786,663	75,499,449	48,861,865	26,637,584	64.7%
School Nutrition	24,607,868	0	24,607,868	18,252,946	6,354,922	74.2%
Construction	7,900,000	0	7,900,000	7,764,214	135,786	98.3%
Extension	6,445,937	0	6,445,937	5,657,454	788,483	87.8%

B. Statement of Expenses:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$622,200,804	$13,341,185	$635,541,989	$500,698,618	$134,843,371	78.8%
Categorically Aided	64,712,786	11,391,078	76,103,864	55,187,112	20,916,752	72.5%
School Nutrition	24,607,868	166,702	24,774,570	20,122,305	4,652,265	81.2%
Construction	7,900,000	18,361,654	26,261,654	18,990,810	7,270,844	72.3%
Extension	6,445,937	38,145	6,484,082	4,493,449	1,990,633	69.3%

(1) Represents Board approved transfers during fiscal year 1995 and appropriations for purchases encumbered in fiscal year 1994.
(2) Encumbrances and expenditures included through April 30, 1995, and payrolls through April 21, 1995.

Director Small moved that the Board approve the report.

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

Ayes—9; Noes—0.

* * * * *

(Item 5) Expenditure Control Report

The Superintendent presented an informational report presented of revenues and expenditures for the period July 1, 1994, through April 30, 1995. The report is attached to the minutes of the meeting.

* * * * *

RESOLUTION

By Director De Bruin:

WHEREAS, Under Wisconsin Statutes 118.15 (3) and 118.16 (4), the School Board is directed to establish a written attendance policy specifying the reasons for which pupils may be permitted to be absent from a public school; and

WHEREAS, MPS' current attendance policy specifies a few particular reasons that are acceptable excuses for absences but provides no discretion to principals to excuse absences for other legitimate reasons, even where the student completes the required work; and

WHEREAS, Girls who are MPS students who were absent to accompany a parent to work on "Take Your Daughter To Work" day were excused under an administrative directive that arguably was in violation of our current absences policy but was justified as consistent with our School-To-Work program; and

WHEREAS, Other occasions, such as sponsored travel, present themselves through which a student's education may benefit, provided adequate provision is made regarding the student's classwork; now, therefore, be it

RESOLVED, That policy 10.13 be amended by deleting the second sentence of the second paragraph and substituting therefor: "The principal may excuse absences for other reasons in advance at the parent's or guardian's request if adequate provision is made for the student to complete or make up classwork that will take place during the absence and the principal is satisfied that the absence will contribute to the student's education."

Referred to the Committee of the Whole for hearing and possible action on one of the June Board meeting agendas.

The Board adjourned at 7:11 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 1995

Special meeting of the Board of School Directors called to order by President Bills at 7:12 PM.

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

Absent—None.

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

May 11, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, May 17, 1995, immediately upon adjournment of the meeting of the Board of School directors scheduled for 6:30 PM, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on 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.

The Board may reconvene in open session for action on matters considered in executive session.

NANCY R. NOESKE
Director

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

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:14 PM.

The Board adjourned from executive session at 8:11 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 24, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:43 PM.

Present—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd (6:45 PM) and President Bills—9.

Absent—None.

The Board observed a moment of silence for Les Aspin, a Wisconsin congressman for 25 years and a former Secretary of Defense, who passed away on Sunday, May 21, 1995.

APPROVAL OF MINUTES

The minutes of the April 24, 1995 organizational meeting and the April 26, 1995 special Board meeting were approved as printed.

AWARDS AND RECOGNITIONS

The Milwaukee German Immersion School and Fairview Elementary School were selected as two of *America's Best Schools by Redbook magazine's "America's Best Schools" project.* The Milwaukee German Immersion School was cited as one of 51 of the *"Best of States" winners* and Fairview School was recognized as a *winner in the "Special Needs" category* for its outstanding program serving students with exceptional education needs.

The **Milwaukee High School of the Arts' forensic team** won *first place at the Wisconsin Forensic Coaches' State Tournament* in April, 1995. Ninety schools participated in the competition from throughout the state. The **team's coach is David Valdes**.

Thirty-first Street Elementary School and Garden Homes Elementary School *were the proud recipients of the National Certificate of Merit awarded by the Department of Compensatory Education, Washington, D.C.* The awards were presented on May 2, 1995, at a special luncheon during the National Reading Convention in Anaheim, California. The two schools were the only Wisconsin schools recognized and were among 52 Chapter 1 schools recognized nation wide for showing sustained academic growth and achievement, as well as accomplishments in other areas. **James Sonnenberg is the principal of Thirty-first Street School. Robert Miller is the principal of Garden Homes School**.

The **Washington High School girls basketball team** was awarded the *WIAA/Rural Insurance Sportsmanship Award* for their participation in the state basketball tournament. This is the first time Washington has won the award, and it is believed to be the first time any Milwaukee public school has achieved the distinction.

Five MPS schools received nearly $50,000 in *grants from the Applied Power Foundation through the Applied Ideas in Education grant program*. The schools are: **Trowbridge Street Elementary School,**

Neeskara Elementary School, Milwaukee Trade and Technical High School, Milwaukee Spanish Immersion School, and Fairview Elementary School. The schools were honored at a ceremony in March 1995.

The **Roosevelt Middle School forensics team** *won first place in the city-wide forensics tournament.* The individual team members who also took first place are: **Ruth Egisaer, Catherine Harrison, Pam Ritge, Anne Riebau, Kelly McCreary, Eric Ergen, Rachel Rogness, Nick Strini, and Lea Bannier.**

Students studying German from Rufus King High School *earned top scores at the annual University of Wisconsin-Madison German Day competition*. They competed with 23 other Wisconsin area schools in spelling, poetry, recitations, and posters. The participating students were: **Jonathan Basehart, Shuntae Dinsmore, Camilla Haas, Christina Harder-Ubi, Amanda Heimann, Melissa Kirkish, Jonathan Kirkish, James McLure, Alexandra Miziorko, Michael Miziorko, Katherine Wagern, and Eleonore Wesserle**.

Morse Middle School students *took first place in the state championship Middle School Science Olympiad*. The students will be participating in the national competition on May 20 in Bloomington, Indiana. The students on the team are: **Joe Barrington, Lisa Benz, Mike Bobinski, Joe Fitz, James Glover, Allison Leigh, Meredith Leigh, Erin Lubner, Allyson Modra, Sylaja Murikipudi, Quan Nguyen, Tim Russell, Adrienne Schroeder, Chad Vecitis, Anna Ward.** The teacher/coach is **Al Stawicki**.

Rufus King High School students *won third place among 42 teams in the Wisconsin Science Olympiad*, held at Ripon College. *Gold medal winners include:* **Kathy Wager, Steve Meers, Adam Smith, Jason Czarnezki, Vi Nguyen, Steve Meers, Tim Bobinski, Jon Reik, and Matt Richlen.** *Silver medal winners are:* **Tim Bobinski, Adam Smith, Jason Czarnezki, Jon Reik, and Matt Richlen**. *Bronze medals were won by:* **Jon Reik, Matt Richlen, and Lyndell Truitt.** *Other team members were:* ***Margaret Blom, Rose Grimm, Koryn Carver, Becky Gaszak, Paul Getto, and Stephanie Kaczmerek.*** The team was coached by teachers **Mr. Knopp, Mr. Parker, and Mr. Doubek.**

Stephen Dierks, third grade student at Elm Creative Arts School, won *first place for his book, Moving On, in the Reading Rainbow's Young Writers and Illustrators Awards competition*. Stephen and his family were invited to attend a special awards ceremony at Channels 10&36 on May 11.

Katherine Wagner, a sophomore at Rufus King High School, is the *recipient of the Kodak Young Leaders Award*, sponsored by the Eastman Kodak Company. She was selected based on her leadership qualities and academic achievement.

Deshaun Hill, Rita Jules, and Karen T. Lewis, students at Rufus King High School, were among the 132 students from across the state recognized as *All-State Academic Scholar winners*. They were honored at a special awards ceremony in Madison on May 7, 1995.

Reena Smith, Natcole West, Morris Wilson III, Trinicha Lewis, Damaris Dorsey, and Tyra Lee, students at Vincent High School, were *recognized for their academic achievement at UWM's 8th annual Minority Student Recognition Program.*

Samuel Morse Middle School students *won top honors in the nine-part "Black Nouveau Know Your History Quiz* " which aired on WMVS-TV Channel 10. The team defeated students from Brown Deer Middle School and Badger Middle School from West Bend in the final rounds. The team members are: **Akeira Johnson, Lisa Taylor, and Robert Hays. Nicole Johnson** was the alternate.

The following **Madison High School** students participated in the *Milwaukee School of Engineering's Business Simulation Competition* and successfully managed their simulated business to a $131,000 net profit after four quarters: **Aaron Anderson, Ronnie Janzere, and Bradley Manz**. Their teacher advisor is **Jim McMahon.**

Tara Kornely, student at Rufus King High School, wrote an essay for her biology class entitled, "Evolution Versus Creation." *The article was published in the April, 1995, issue of Northwestern Lutheran magazine*.

The following students from MPS middle and K-8 schools were selected to participate on the teams in the Word Series competition:

Audubon Faith Bradley
Sascha Johnston
Tinnisha Goudy
Bell DeShaun McKinley
Lan Lui
Jennifer Brill
Burdick Claire Yeager
Eric Matke
Greg Holbus
Burroughs Ha Truong
Nicole Fudge
Julie Moroder
Edison Nicole Berg
Anna Williams
Zach Gross
Fritsche Marquis Woods
John Schott
Adam Terasek
Gaenslen Quianna Monroe
Amanda Dillon
Thong Vang
Grand Ave. Shameka Moore
Chris Dwyer
Joseph Hurley
Kosciuszko Amy Ullsperger
Sonia Lopez
Maria Rentas
Lincoln Center
Jeramy Locke
Carmelo Cortes
Sara O'Leary
Malcolm X Academy
Rico Mallett
Vernon Fields
Quartez Armstrong
Milw. Ed. Center
Nindy Kaur
John Carian
Danielle Jackson
Morse Jeremy Carr
Kenneth McCants
Erin Modra
Muir Christian Green
Sarah DeShong
Beth Chitel
Parkman Maureen Wells
Victoria Jones
Tiisha Harrell
Steuben Leonard Denson
Jessica Burns
Angela Bopp
Walker Laura Clemins
Denise Schaumann
Emad Hinnawi
Webster Moua Yang
Maya Morrow
Brandis Hopson
Wright Amber Gonzalez-Randolph
Michelle Escobar
Josh Baseheart
Cass Demetria Smith
Randy Johnson
Andrew Cramer
Fernwood Carly Pavlik
Kelly Kosanke
Courtney Jenkins
Hartford Barbara Jackson
Sarah Coury
Gabe Johnson-Karp
MarylandAv Darice Lewis
Safiya Jones
Robert Scruggs
Story Anna Cole
Piengthong Vongphouthone
Latisha Cole
Vieau Keooudone Munesy
Marta Ruiz
Patricia Rodriguez
Robinson Dan Bauman
Thomas Woodley
John Jadro
Roosevelt Mark Fisher
Roseanne Clark
Morgan Sawicki
Sarah Scott Montique Rucker
Jessica Garrison
Nikilya Mallory
Sholes Arthur Mendez
Nicole Heikkinen
Emily Todryk

John Muir Middle School students *won first place in the third annual Word Series spelling bee and editing competition* sponsored by the Greater Milwaukee Education Trust, Greater Milwaukee Committee, the Milwaukee Journal Sentinel, Milwaukee Public Schools, and the YMCA's One on One mentor program in April, 1995. The students on Muir's team were: **Christian Green, Sarah DeShong, and Beth L. Chitel**. They beat out teams from Grand Avenue Middle School, Cass Street School, and Maryland Avenue School in the final round.

Three MPS students were named winners in the Wisconsin Hispanic Scholarship essay contest on how to stop the violence in the Hispanic community. The first place award of $500 from Mexican Fiesta went to **David Atilio Garay, a student at Milwaukee Trade and Technical High School**, for his essay, "A War Within." **Patricia A. Diaz of Milwaukee Trade and Technical High School,** won $250 from SER for Progress for her piece entitled, "There Is Still Hope!" **Adrian Islas, a student at Forest Home Avenue Elementary School**, won $200 from community sponsors for an untitled essay regarding halting drugs and gangs and bringing peace to our world.

Quan Liu, student at Rufus King High School, *won second place in the Physics category in the 41st annual Southeastern Wisconsin Science and Engineering Fair* sponsored by Marquette University and Marquette Electronics. Over 250 students from 85 schools participated with projects in nine science categories. **Quan Liu** also received additional honors for: Naval Sciences, Navy Distinguished Achievement Certificate and Programmable Calculator, invitation to compete in Naval National Science Awards Competition and the Edison Society second place Physics Certificate of Excellence.

Andrew Gengler and Robert Prelesnik, students from Pulaski High School, *won second place in the 1995 Automobile Dealers Association of Mega Milwaukee (ADAMM) car repair contest*. Jerry Sikorski is the team's teacher advisor.

The *following students were selected among the 12 grand prize winners of THE MATH GAME* sponsored by the Greater Milwaukee Education Trust. They will be recognized at an awards ceremony on May 31, 1995.

Kristine Bruemmer, Roosevelt Middle School
Danielle Cheatam, Edison, Middle School
Alfred Clancy, Steuben Middle School
Brandi Harrell, Robinson Middle School
Maria Hernandez, Kociuszko Middle School
Timothy Jones, Milwaukee Education Center Middle School
Jamal Smith, Morse Middle School
Stanley Triblett, Fritsche Middle School
Rovonne Wilson, Wright Multi-language Middle School

Quiana Mann, a student at Juneau High School, was *awarded the Daimler-Benz Award of Excellence*, sponsored by Daimler-Benz, one of Europe's largest industrial companies with Mercedes-Benz as one of its corporate units. Quiana will received an all-expense-paid, three-week trip to Germany in June. One student is selected annually from each state. The award was begun four years ago to help foster mutual understanding and friendship between the students in the United States, Canada, and Germany.

Sara Clough and Nicole Maves, students at Whittier Elementary School *won third place in the 1995 Project Earth Eco Fair held in Milwaukee* in March, 1995. Their project entitled, "Does This Make Sense," focused on the importance of protecting plant species, encouraging people to observe where preventable waste and litter occurs.

The **Juneau Business High School entrepreneurship students** have several recent noteworthy accomplishments. A team of four juniors participated in the Global Marketing Event through DECA and *earned a third place in the State of Wisconsin*. They are: **Angie Bartel, Michelle Doughty, Andrea Gutkowski, and Michael Reese**. The students were tutored by members of the Milwaukee World Trade Association. A **sophomore in the Entrepreneurship class, John Adams**, *earned fourth place in the public speaking event in the state-wide DECA competition.* The Wisconsin Professional Speakers Association awarded him with a $100 cash prize. All five of Juneau's entrepreneurship students participated in the National Career Development Conference in St. Louis, through sponsorship of the Milwaukee Sales and Marketing Executives group.

The **Entrepreneurship DECA Chapter at Juneau** has had national qualifiers five out of the past six years. In the program's ten year existence, national status has been attained seven times. **Mary Jo Witteborg** is the Entrepreneurship Specialty Coordinator at Juneau.

Erica Smith, a senior at Rufus King High School, is the *1995 winner of the Milwaukee Youth Symphony Orchestra's senior symphony concerto competition*. She is a violinist and played the first movement of Lalo's "Symphonie Espagnole" with the Music for Youth Senior Symphony at the PAC on May 21, 1995.

The following MPS students were *award winners in the 1994-95 Student Essay Contest sponsored by the Compact for Educational Opportunity*: **Jessie Claymore, Hartford Elementary School, second place for grades 6-8; Amber Holliday, Auer Avenue School, first place for grades 3-5; and Tashiba Jones, Lee Elementary School, second place for grades 3-5**. The theme of the essay was, "Why Is It Important to Treat Others As you Want to Be Treated?"

The following MPS students earned awards in the *Milwaukee competition of the 1995 National Engineers' Week future City Competition*:

Fourth Place Team: Kosciuszko Middle School
Students: Marcie Nelson, Jason Blasczynski, Amy Ullsperger
Teacher: Janet Murphy

Fifth Place Team: Walker Middle School
Students: Jeri Moreno, Juan Maldonado, Jeremy Brown
Teacher: Mark Witter

Among Top 10 Exemplary Models:
Fritsche Middle School
Parkman Middle School
Robinson Middle School
Roosevelt Middle School of the Arts
Wright Multilanguage Middle School

Jose' Perez, a fourth grader at the Milwaukee Spanish Immersion School, won the *district level award in the 1995 Student Awareness contest* entitled, "It Takes a Whole Village to Raise a Child." The contest was sponsored by the Wisconsin Council on Developmental Disabilities.

Jordan Berry, a fifth grader at the Milwaukee Spanish Immersion School, was *selected by the Wisconsin Art Education Association as a state blue ribbon winner*. As a winner, Jordan's artwork was displayed at the Youth Art Month exhibit held at the State Historical Society building in Madison, from March 24-April 1.

Corey S. Reed, a student at Rufus King High School was *selected to receive the 1995 Phillip H. Geil Athletic Award*. The award is given annually to the best senior basketball player in the conference as determined by the vote of the conference coaches. Corey was selected for his leadership qualities, because he placed the welfare of his team above his own, and for accepting the decisions of the officials. The award is named for the former principal of Audubon Middle School and a long-time secretary of the Eastern Wisconsin Officials Association.

James Austin, a student at Marshall High School, was selected as one of four students from hundreds of applicants to receive *WTMJ TV 4's Peace Keeper Teen Award* in the TMJ4's Outstanding Teens Awards program. James was chosen for his efforts to promote peace in the neighborhood, for his contributions to a community group or school, and for being an inspiration to others.

Timothy Bobinski, student at Rufus King High School, is the recipient of the 1*995 Bausch and Lomb Science Award*. The award is given each year to the junior with the highest academic achievement in the sciences.

Carmelle Petty, a student at the Learning Enterprise High School, an MPS partnership school, *won the recent mathematics and science slogan/logo contest sponsored by the Epsilon Kappa Omega Chapter, Alpha Kappa Alpha Sorority, Inc*. Carmelle was selected from among over 50 entries from throughout the metropolitan area.

Kimberly Riley, student at Milwaukee Trade and Technical High School, was *named a 1995 McDonald's/Soul Train crew winner in the national McDonald's/Soul Train Crew Recognition Program.* The program is part of McDonald's ongoing employee recognition effort which salutes outstanding restaurant employees who have demonstrated exceptional skills, above standard performance, and a sense of pride toward their work. Riley is active in Milwaukee Tech's Air Force Junior ROTC, pom-pons, gospel choir, and student government.

The following Milwaukee Public Schools' students were selected as *Herb Kohl Student Scholarlship Winners for 1995*:
Tayisha J. Boyd, Milwaukee High School of the Arts
Jovita Brantley, Juneau High School
Milele A. Coggs, Riverside High School
Margaret C. Daun, Rufus King High School
Elizabeth A. Harkins, Milwaukee High School of the Arts
Deshaun R. Hill, Rufus King High School
Lisa Kaemmerer, Riverside High School
Jennifer A. Monahan, Marshall High School
Michael T. Roach, Milwaukee High School of the Arts
Selina D. Scott (White), Madison High School
R. Teig Whaley-Smith, Juneau High School

The following Milwaukee Public Schools' teachers were selected as *Herb Kohl Teacher Fellows for 1995*:
Alma J. Bond, Hampton Elementary School
Wanda J. Bussey, Rufus King High School
Mary M. Conway, Allen-Field Elementary School
Julie N. Kaye, Audubon Middle School
Roseann Lococo, Trowbridge Elementary School
Robert E. Peterson, Fratney Elementary School
Michelle C. Reinke, 78th Street School
Lynn T. Rinderle, Grand Avenue Middle School
Margaret Skare, Pulaski High School
Iyaku Terrell, Parkman Middle School
Jesus Avila, South Division High School

Students from Kosciuszko Middle School won the most Gold Palette Awards in the *Milwaukee Journal Sentinel's 51st Student Art Calendar Contest in 1995,* **with five of the top honors**. The following Milwaukee Public Schools' students were selected as winners in the various categories.

Gold Palette Awards:
Eddie Rosete, Kosciuszko Middle School
Sonia Macias, Kosciuszko Middle School
Robert Watts, Kosciuszko Middle School
Linda Solis, Kosciuszko Middle School
Foung Moua, Kosciuszko Middle School
Vancy Solomon, Parkman Middle School

Silver Palette Winners:
Aaron Boyle, Milwaukee High School of the Arts
Damelia Halleman, Milwaukee High School of the Arts
Jenny M. Farris, Milwaukee High School of the Arts
Katie Tobenson, Milwaukee High School of the Arts
Chantell Singleton, Rufus King High School
Sara Terry, Rufus King High School
Silvia Macias, Kosciuszko Middle School
Jose E. Acosta, Kosciuszko Middle School

Bronze Palette Winners:
Silvia Macias, Kosciuszko Middle School
Chris Hofmann, Milwaukee High School of the Arts
Kenton Hicks, Milwaukee High School of the Arts
Kevin Haas, Milwaukee High School of the Arts
Jason Allen, Riverside University High School
Jesse Padilla, South Division High School
Sao Yang, South Division High School
Silas Rimmer, Parkman Middle School
Rebecca Hait, Rufus King High School
Gabe Catanzaro, Rufus King High School

Honorable Mention:
Christina Kolterman, Milwaukee High School of the Arts
Zachary Harris, Milwaukee High School of the Arts
Ricky Taylor, Milwaukee High School of the Arts
Peter Ty, Milwaukee High School of the Arts
Derrick Skinkis, Milwaukee High School of the Arts
James Fleischmann, Milwaukee High School of the Arts
Kelta Jackson, South Division High School
Stephanie Bursak, Rufus King High School
Yee Man Wong, Rufus King High School
Margaret Blom, Rufus King High School
Jason Allen, Riverside University High School
Sao Yang, South Division High School
Yee Pheng Yang, South Division High School
Jesse Padilla, South Division High School

The following **students from Grand Avenue Middle School** were *selected to participate in SCIENCE WORLD 1995*: **Aiesha Dennist, Kimberly Mosby, and Patrick Dwyer**. They were among 384 students selected from nearly 900 applicants from throughout the state.

Rich Main, a teacher from MacDowell Elementary School, was *selected to participate in the teacher component of SCIENCE WORLD 1995*. He was among 90 teachers chosen out of hundreds of applications.

Henry Kranendonk, mathematics teacher at Rufus King High School, *will be awarded an honorary degree by Ripon College for his leadership and outstanding work as an educator*. Kranendonk was invited to speak at the college's commencement this year on the theme, "The Information Link."

Dennis Finnegan, fourth grade teacher at the Milwaukee Spanish Immersion School, *won a state-level instructional award in the annual Student Awareness Contest from the State of Wisconsin Council on Developmental Disabilities*. More than 3,500 teachers and students who attend public and private schools in Wisconsin participated in the contest. The winners will be recognized at an event in Madison on May 25, 1995.

Mary Jakubiak and Mary Widen, teachers at Tippecanoe School, were selected as *winners in the General Aviation Manufacturers Association Excellence in Aviation Education Award*. Their project was selected as an outstanding example of the creative use of aviation in the classroom. **Mary Jakubiak** *also won first place in a national teacher grant competition sponsored by A&E Television Networks for the project on aviation*. She teaches the project along with fellow teacher, Mary Widen.

John R. Holmes, teacher at Marshall High School, *was selected as one of 60 teachers to be recognized in "The Disney Channel Salutes the American Teacher" in 1995 and 1996*. Holmes was selected by a commitee of educators representing such organizations as the National Education Association, the American Federation of Teachers, and the National PTA. Profiles of the 60 teachers will begin airing on

The Disney Channel in November 1995. Holmes teaches in the broadcast communications specialty program at Marshall. He and his students formed Eagle's Wing Productions, a student run video production enterprise that has received national attention for its socially responsible videos.

Ms. Connie Wood, teacher of social studies at Rufus King High School was named the *Phi Beta Kappa Teacher of the Year for 1995*.

Thomas Balistreri, principal of Rufus King High School, *was named Wisconsin High School Principal of the Year by the Association of Wisconsin School Administrators*. He will be recognized at the groups' annual convention in October.

Debra Jupka, principal of Garfield Avenue Elementary School, *received recognition in appreciation for ten years of service as an external assessor of social interaction and trainer of college instructors at the Alverno College Summer Assessment Institute.* A plaque was presented to her during a recognition program on April 25, 1995.

Wendy Weiner, science teacher at Parkview Elementary School, received the *Regional Award for Excellence in Science Education from the Wisconsin Society of Science Teacers* at the group's annual convention in Madison on April 21, 1995.

Kenneth Maddox, recreation specialist, *received the Distinguished Men Award by the Top Ladies of Distinction, Inc.*, for his commitment to the community.

Sandra Luedtke, recreation specialist, *received the "Outstanding Chapter" award sponsored by the National Youth Sports Coaches Association* for her dedication in the proper training of youth sports coaches.

Jude Kesl, a science and mathematics teachers at Grand Avenue Middle School, *was named the 1995 Discovery World Teacher of the Year*. She was selected for teaching classes that are entirely student centered and active and for her expertise in using various forms of technology as educational tools.

Donna Moss, teacher at Audubon Middle School, John Kramer, teacher at Grand Avenue Middle School, and Conni Blomberg, teacher at Ronald McNair Elementary School, were *selected to participate in a national educational Mathematics Aerospace Project.* The project is sponsored by the National Council of Teachers of Mathematics and the National Aeronautics and Space Administration and will result in the development of three grade level books in an effort to show teachers the connections mathematics have with the research efforts of NASA.

Conni Blomberg, teacher at Ronald McNair Elementary School *was selected the Wisconsin Aerospace Education Committee Aerospace Teacher of the Year for Elementary Schools* and **Michael Bogdan**, **teacher at Milwaukee Trade and Technical High School**, *was selected the Wisconsin Aerospace Education Committee Aerospace Teacher of the Year for High Schools for 1995*. They were recognized at an awards program in March.

Joan Staeven, a kindergarten teacher at Oliver Wendell Holmes Elementary School, *was selected as the first teacher to receive the WVTV/Super 18 and WCGV/UPN 24 "Teachers Are Tops" Award.* Staeven was nominated by the mother of one of her students.

Sandy Szymkowski, an art teacher at Honey Creek Elementary School, *received the Volunteer of the Year Award from Keep Greater Milwaukee Beautiful, Inc.* She was recognized for her leadership skills and artistic talents that were instrumental in KGMB's Gala Cruise Celebration and Auction.

Jeffrey Durr, teacher and chairman of the music department at Rufus King High School, *was named the 1995 Music Teacher of the Year* by The Civic Music Association of Milwaukee. The *following MPS teachers received a certificate of excellence*: **Robert Kriefall, Riverside**

University High School, Bruce Warren, Milwaukee German Immersion School and Silver Spring Elementary School, and Ella Washington, retired music education supervisor.

The MPS Division of Community Recreation *received a Community Partnership Award from Keep Greater Milwaukee Beautiful, Inc.* Staff members were recognized for their work on the steering committee of the KGMB Clean and Green Team which helped facilitate public/private parternships that help make the program successful.

Teachers and administrative staff from Burroughs, Muir, and Webster Middle School *were recognized for their leadership and involvmenet in the University of Wisconsin-Whitewater's Project STREAM*. The project received the 1994 Collegial Support Award from the Wisconsin Association of Teacher Educators. The college paid tribute to the staff from these schools for helping to make the program successful. Project STREAM links MPS students with the university to encourage them to seek careers in the field of education.

* * * * *

REPORTS OF STANDING COMMITTEES

Director Gardner 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 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 a one day suspension without pay of Annette Knutson, a teacher.

Your Committee reports having determined that there existed cause to discipline Annette Knutson based on excessive tardiness.

Your Committee recommends that the Board of School Directors suspend Annette Knutson for three days without pay and that a copy of the suspension letter be placed in her central office personnel file to serve as a warning that further acts of this type will not be tolerated.

* * * * *

Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from Voting—Director De Bruin—1.

COMMITTEE OF THE WHOLE

Director De Bruin moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comments on Items 1 through 16 of the Regular Items of Business, listed below.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:49 PM.

The Board rose from the Committee of the Whole at 9:30 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had given hearing to interested persons with respect to Items 1 through 16 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Worksession —Inclusion Task Force Status Report

The administration presented a briefing on inclusion for the Board, including an overview of the issues involved, the progress of the Inclusion Task Force, and anticipated future action needed.

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(Item 2) Board Ratification of the Superintendent's Termination of a Probationary Principal

The Superintendent requested permission to withdraw the item.

There being no objection, the request was granted.

* * * * *

(Item 3) Approval of a Mission Statement for the Milwaukee Public Schools' Village Partnership

Background

1. In March 1992, the Village Partnership was organized consisting of the leadership of major educational associations, the business community, and the Wisconsin Department of Public Instruction. The goal of the Village Partnership is to collaborate at the state and local levels to promote systemic, statewide major reform in Wisconsin schools. At the state level, the leadership of these groups is committed to approaching reform issues in a collaborative and learning manner. At the local level, the school board, school administration, and teacher union leadership work together to create bottom-up, long-term, systemic change in the school district.

2. The Milwaukee Public Schools was selected among the first 22 school districts in the state to participate in the Village Partnership. The MPS team has been involved in the statewide training workshops as well as discussions at the local level since its inception.

3. Recently, the MPS Village Partnership team developed a mission statement. It is being submitted to the Board of School Directors for approval.

Superintendent's Recommendation

That the Board adopt the following mission statement for the Milwaukee Public Schools' Village Partnership.

Milwaukee Public Schools' Village Partnership
Mission Statement

As a charter member of the Wisconsin Village Partnership, we share in the commitment to bring about major statewide reform in Wisconsin Schools. In turn, the goal of the Milwaukee Public Schools Village Partnership is to work collaboratively at the local level to foster and promote district-wide, long-term systemic reform leading to improved student achievement. The partners (core team) include the MPS School Board, administration, Milwaukee Teachers' Education Association (MTEA), Milwaukee School Psychologists (PAMPS/WFT), the Administrators' and Supervisors' Council (ASC) and representatives of the greater Milwaukee community including parents, business and government. The core team will serve as advisors, facilitators and initiators of change within the district by empowering those at the local school level to help shape and advance educational reform throughout the district.

The MPS Village Partnership agrees to work together with a commitment to excellence and equity for all children of Milwaukee so no child will be lost.

Director Small moved to adopt the mission staterment.

Director Johnson moved to refer the statement back to the administration.

After discussion, Director Johnson requested permission to withdraw his motion.

There being no objection, the request was granted.

The question being on the motion to adopt the mission statement, the statement was adopted, the vote being as follows:

Ayes—Directors Gardner, Sinicki, Small, and President Bills—4.

Noes—None.

Voting "present"—Directors Fisher, Johnson and Todd—3.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 4) Approval of The 1995-96 School Calendar

The Superintendent recommended adoption of the following school calendar for 1995-96:

MILWAUKEE PUBLIC SCHOOLS
1995-1996 SCHOOL CALENDAR

AUGUST

MON	TUE	WED	THUR	FRI
21	22	23	24	25
28	29	30	31	

30 Organization day – no student attendance
31 First day of school for all students

SEPTEMBER

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

4 Labor Day – no student attendance

OCTOBER

2	3	4	5	6
9	10	R11	12	13
16	17	18	KC19	EMHC20
23	24	25	26	27
30	31			

11 Report cards 19 Kindergarten conference day
20 Elementary, middle, and high school conference day – no student attendance
26 & 27 WEAC Convention days - no student attendance

NOVEMBER

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	R29	30	

23 & 24 Thanksgiving recess -- no student attendance
29 Report cards

DECEMBER

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

21 through Jan. 1 winter recess - no student attendance

JANUARY

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	F23	F24	F25	26

2 Classes resume
15 M.L.King Day -- no student attendance
23, 24, 25 High school final exams
26 Record day -- no student attendance

JANUARY

MON	TUE	WED	THUR	FRI
R29	30	31		

29 Report Cards

FEBRUARY

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

12 Mid-semester break – no student attendance

MARCH

				1
4	5	R6	7	8
11	12	13	KC14	EMHC15
18	19	20	21	22
25	26	27	28	29

6 Report cards 14 Kindergarten conference day
15 Elementary, middle and high school conference day – no student attendance

APRIL

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	R26
29	30			

5 through 12- Spring recess-no student attendance
15 Classes resume
26 Report cards

MAY

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

27 Memorial Day – no student attendance

JUNE

3	4	5	6	7
F10	F11	F,R12	13	14
17	18	19	20	21
24	25	26	27	28

10, 11, 12 High school final exams
12 Report cards, last day of student attendance
13 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 adopt the calendar.

The motion prevailed, the vote being as follows:

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

Noes—None.

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(Item 5) Approval of Revisions to Board Policies:
7.19 (GCBA) Salary Schedules—Staff
9.22 (IGDF): School Fund Raising Activities
9.30 (IICA): Field Trips and Excursions
9.09 (IGAI) Human Growth and Development

Background

1. Policy Formerly Pending before the Personnel and Negotiations Committee: 7.19 (GCBA) Salary Schedules - Staff

The Committee on Personnel and Negotiations reviewed proposed revisions to the policy manual on August 16 and December 13, 1994, and March 14, 1995. There is one remaining policy that the administration was asked to review and bring back for further consideration, either confirming the policy as revised or recommending changes.

The administration reviewed comments and suggestions made in the public hearings on August 16 and December 13, 1994, and March 14, 1995, and developed revisions as indicated in the recommendation below. *The page numbers refer to the document, Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies - Final Draft, April, 1995.*

2. Policies Formerly Pending before the Instruction and Community Relations Committee
9.22 (IGDF) School Fund Raising Activities
9.30 (IICA) Field Trips and Excursions
9.09 (IGAI) Human Growth and Development

The Committee on Instruction and Community Relations reviewed proposed revisions to the policy manual on September 21, November 7, and December 12, 1994, January 11, 1995 and February 16, 1995. There are three remaining policies that the administration was asked to review and bring back for further consideration, either confirming the policy as revised or recommending changes.

The administration reviewed comments and suggestions made in the public hearings on December 14, 1994, January 11, 1995 and February 16, 1995, as well as suggestions made by parent representatives, as they developed the recommendations below. The page numbers refer to the document, *Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies — Final Draft, April, 1995.*

Superintendent's Recommendations:

1. Policy 7.19 Salary Schedules - Staff

Policy page 107, Procedure page 60

The administration recommends that the following language be transferred from policy 7.19 to the companion administrative procedure to carry out the policy:

SALARY SCHEDULES - STAFF

Placement on Salary Schedule - Certificated Staff

In addition to recognizing equivalent credits as described in the Board approved regulations, prior experience may be counted toward placement on the salary schedule in accordance with the following:

1. **Original Appointment**: Teaching experience outside the City of Milwaukee may be evaluated by the superintendent on the basis of its equivalence with such experience in the Milwaukee Public Schools, as established by the Board from time to time and in accordance with the agreement between the Board and the Milwaukee Teachers Education Association, but not to exceed seven service increments.

Active military service prior to appointment may also be credited toward placement on the salary schedule. One year of experience credit may be granted for every nine months of such service as verified by official separation papers. However, a combined total of only seven service increments will be allowed.

2. **Reappointment**: Teachers, assistant principals, or principals who have been permanently appointed and have resigned from the service of the Board, if reappointed by the Board, will have their salaries updated to reflect general increases that occurred since they resigned. If reappointed to a position of higher or lower rank, the prevailing reclassification formulas will be applied.

Placement on Salary Schedule - Classified Staff

Where salary schedules have been established for positions in the city service, original or promotional appointments to such positions shall be made at the lowest compensation rate; provided, however, that the salary of a person already in the service of the city shall not be reduced upon his appointment to another position the salary groups of which are the same in their entirety, or in part, as those of the position formerly held. Advancement may be allowed to the next higher salary group for service at the same salary rate in both the new and former positions.

A transfer approved by the commission shall not take away from the person transferred the right to receive credit for salary rating in the new position on account of service in the former position.

An employee who resigns from the service of the Board, if reinstated by the Board, shall generally receive the same salary he was formerly receiving.

2. Policy 9.22 School Fund Raising Activities

Policy page 148

The administration recommends, after taking into consideration concerns expressed by Board members and parents, that the language in the attachment be incorporated as a companion procedure to carry out policy 9.22, "School Fund Raising Activities".

3. Policy 9.30 Field Trips and Excursions

Policy page 161, Procedure page 106

The administration recommends, after taking into consideration concerns expressed by Board members and parents, that the following changes in the policy and companion procedure be adopted:

a) That the last paragraph of the policy be revised as follows:

Board employees and authorized volunteers are covered ~~as additional insureds~~ under the Board's comprehensive general liability coverage. This covers unintentional property damage or bodily injury caused by the negligence of the Board, its employees and authorized volunteers arising from the scope of the approved field trip and excursions whether on school premises or not. The coverage also provides a legal defense for the employee or authorized volunteer acting within the scope of their assignment. The extent to which this coverage applies is based on the circumstances which cause the claim or loss, and the conditions and exclusions of the insurance contract.

b) That the language in the procedure be revised as reflected in the attachment.

4. Policy 9.09 Human Growth and Development

Policy page 130, Procedure page 91

The administration recommends, after taking into consideration concerns expressed by Board members and parents, that the following language be added to the policy as item 10: Any substantive changes in the philosophy, goals and concepts which frame the curriculum will be reviewed by the Human Growth and Development Advisory Committee and brought to the Board of School Directors for approval.

Director Johnson moved to adopt the proposed modifications:

Director Small moved to refer policy 9.22 and 9.30 back to the administration.

The question being on adoption of policies 7.19 and 9.09, they were adopted, the vote being as follows:

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

Noes—None.

The question being on referring policies 9.22 and 9.30 back to the administration, the motion prevailed, the vote being the same as that preceding:

Ayes—7; Noes—0.

* * * * *

(Item 6) Consideration and Possible Action upon Interdistrict Student Transfer Agreements (Chapter 220 Agreements) with Various Suburban School Districts

Background

1. MPS, together with other suburban Milwaukee area school districts, were parties to a September 16, 1987 Settlement Agreement, amended in 1993 to extend through June 30, 1995 ("Settlement Agreement"). Under the terms of the Settlement Agreement, MPS and the various suburban school districts agreed to undertake an Interdistrict Student Transfer Program which met the requirements of both the Settlement Agreement and sec. 121.85, Stats., (commonly known as "Chapter 220"); and

2. Even though the Settlement Agreement will expire on June 30, 1995, MPS desires to continue the Interdistrict Student Transfer Program through an annual Chapter 220 student transfer agreement for the 1995-96 school year with the various suburban districts which had previously participated in the Chapter 220 program.

3. MPS and the various suburban districts have both raised a number of issues pertaining to the terms and conditions under which they would continue the Chapter 220 student transfer agreement for the 1995-96 school year; however, because of the uncertainty resulting from the proposed legislative changes to the Chapter 220 Program, the parties have not been able to completely resolve all outstanding issues, but still desire to continue the student transfer program on the terms and conditions set forth in the attached student transfer agreements and to work cooperatively during the 1995-96 school year to resolve the other outstanding programmatic issues.

Superintendent’s Recommendations

1. That the Board authorize the Board President to execute the following interdistrict student transfer agreements on the Board's behalf.

2. That the Board authorize the Board President to make minor nonsubstantive changes in the agreements prior to execution.

Director Small moved to adopt the Superintendent's recommendations.

Director Johnson moved to amend the recommendations be adding an item 3, that the Board authorize the Board President to enter into a separate intergovernmental cooperation agreement for an ombudsperson with a contribution not to exceed $5,000.

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, Sinicki, Small, Todd and President Bills—8.

Noes—None.

The question being on the motion as amended, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

(Item 7) Approval of Prevailing Wage Rates

Administration's Analysis

1. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

2. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). A communication from the Milwaukee Building and Construction Trades Council, dated April 28, 1995, has been attached to the minutes of this meeting. .

Superintendent's Recommendations

1. That the Board grant authorization to pay the prevailing wage rates detailed in the above-mentioned communication in contracts with contractors and subcontractors.

2. That the Board authorize increases for MPS construction craftsmen as of the date indicated on the above-mentioned communication.

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Johnson—1.

* * * * *

(Item 8) Approval of Classified Personnel Transactions

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 a report to the Board recommending the following appointments, promotions, returns from leave, and changes in status, effective as of the dates indicated.

Superintendent's Recommendation
That the Board approve the following classified appointments, promotions, returns from leave, and changes in status:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Robert Arsiniega Zablocki	School Secretary I $15,777.11/yr. (New position)	04-24-95
Donna Byrd Garden Homes	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	02-27-95
Dorothy Fowler Congress	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	03-13-95
Tangela Gandy Edison	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	03-16-95
Susan Harling Bay View	Clerk Typist I $15,982.46/yr. (Replacement for transfer)	04-11-95
Taranada Hughes School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	04-24-95
Shonda Kelly EESSC	Clerk Typist I $15,982.46/yr. (Replacement for resignation)	04-17-95
Keith Klawien Fac. & Main.	Electrician $20.95/hr.($41,900.00/yr.) (Replacement for retirement)	06-05-95
Adrienne Lathan Parent/Student Services	Clerk Typist I $15,982.46/yr. (Replacement for transfer)	05-01-95
Heidi Lenheim Lincoln Middle	Clerk Typist I $13,251.11/yr. (Replacement for leave of absence)	03-24-95

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Mark Maternowski Fac. & Main.	Steamfitter $22.81/hr.($45,620.00/yr.) (Replacement for promotion)	04-03-95
Jerry Northern, II Fac. & Main.	Plumber $22.40/hr.($44,800.00/yr.) (Replacement for resignation)	04-10-95
Allan Phillips Sarah Scott	Boiler Attendant Trainee $21,078.46/yr. (Replacement for promotion)	03-13-95
Vivenne Pryor Keefe	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	05-22-95
Angela Robinson Muir	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	02-21-95
Larry Slupianowski Burroughs	Boiler Attendant Trainee $21,078.46/yr. (Replacement for resignation)	03-27-95
Kathleen Spataro Sarah Scott	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	04-12-95
Therese Szafranski School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	04-24-95
James Veres Fac. & Main.	Electrician $20.95/hr.($41,900.00/yr.) (Replacement for promotion)	05-15-95
	PROMOTIONS	
Kenneth Adrihan Vincent	Building Service Helper II $20,038.46/yr.	03-26-95
Thomas Alexander Fac. & Main.	School Engineer I $27,443.52/yr.	03-13-95
Kathleen Baumann LaFollette	Food Service Manager I $12,931.34/yr.	04-24-95
Eli Beauchamp Garfield	School Secretary I $15,157.33/yr.	02-23-95
Lucille Bell School Nutrition	Food Service Manager Trainee $8.40/hr.($11,230.80/yr.)	04-24-95

Name and Assignment	Position and Salary	Date
	PROMOTIONS	
Lisa Budish Mitchell	School Secretary I $15,157.33/yr.	04-24-95
Samuel Contreras Grand Avenue	Boiler Attendant Trainee $21,078.46/yr.	03-27-95
Laura Guantes Burroughs	School Secretary I $15,157.33/yr.	04-03-95
June Janicki Trowbridge	School Secretary I $15,157.33/yr.	04-03-95
Kimberly Johnson Auer	Food Service Manager III $14,515.58/yr.	03-21-95
John Lazarski Fac. & Main.	School Engineer I $28,640.04/yr.	03-13-95
Merry Jo Nash Lincoln Middle	Boiler Attendant Trainee $21,078.46/yr.	04-10-95
Clark Nelson King	Boiler Attendant Trainee $21,078.46/yr.	03-13-95
Joanne Nowak Philipp	Food Service Manager I $12,931.34/yr.	03-06-95
Baron Paige Roosevelt	Boiler Attendant Trainee $21,078.46/yr.	03-13-95
Deborah Patti Hi-Mount	Food Service Manager I $13,299.12/yr.	03-06-95
Carla Pearson 95th	Food Service Manager I $12,931.34/yr.	03-06-95
Linda Schleifer Sholes	Boiler Attendant Trainee $21,078.46/yr.	02-27-95
Kim Siverling Bruce	School Secretary I $15,157.33/yr.	04-24-95
Edward Taylor North Division	Building Service Helper II $20,038.46/yr.	03-26-95
Billy Williams, Sr. Fac. & Main.	General Electricial Foreman $54,697.50/yr.	04-26-95
	RETURNS FROM LEAVE	
Edith Carter Silver Spring	School Secretary I $15,776.89/yr.	03-06-95

Name and Assignment	Position and Salary	Date
	RETURNS FROM LEAVE	
Nancy Balkowski Clement	School Secretary I $19,257.33/yr.	04-24-95
Kimberly Stricklen Sarah Scott	School Secretary I $15,157.33/yr.	03-08-95
	CHANGES IN STATUS	
Paul Bydynkowski Fac. & Main.	Automotive Mechanic Helper $26,071.50/yr.	03-27-95
Bridgette Fann Human Resources	School Secretary I $19,013.02/yr.	03-06-95
Cheryl Gusho Carleton	Food Service Manager II $16,428.12/yr.	03-15-95
Susan James Human Resources	School Secretary I $23,189.66/yr.	04-24-95
Pamela Kovatovich Lloyd	Clerk Typist I $13,251.11/yr.	03-13-95
Steven Nordvall Fac. & Main.	School Construction Inspector I $41,079.48/yr.	03-27-95
Barbara Pinter Allen-Field	School Secretary I $15,777.11/yr.	03-13-95
Kelly Provine Grand Avenue	School Secretary I $17,636.00/yr.	04-24-95
Timothy Rush EESSC	Handicapped Children's Asst $11,274.31/yr.	03-20-95
Jennifer Smith 38th	Clerk Typist I $13,251.11/yr.	03-06-95
Ruth Tenaglia Hamilton	School Secretary I $23,189.66/yr.	05-08-95
Melissa Thomas C & I	School Secretary I $17,637.78/yr.	05-08-95
Kelley Werra-Buechner Happy Hill	School Secretary I $15,157.33/yr.	02-23-95
Eleanor Wojnar Maryland	Clerk Typist I $13,251.11/yr.	03-13-95
Grace Zimmerman C & I	School Secretary I $19,755.32/yr.	05-08-95

Director Small moved to approve the classified personnel transactions.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 9) Approval of Certificated Appointments—Teachers and Physical Therapists

Superintendent's Recommendation

The Superintendent recommends that the Board approve the following appointments effective as indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between April 3, 1995, and April 13, 1995, inclusive:				
(r)	Brett A. Fuller Physical Education	B	26,854	2.5	04-03-95
	Effective between April 24, 1995, and May 4, 1995, inclusive:				
(r)	Christine L. Carbin Elementary/Bilingual	B	24,413	0	04-24-95
(r)	Jennifer J. Jobs Biology/Chemistry	B	24,413	0	04-24-95
	Effective between May 5, 1995, and May 17, 1995, inclusive:				
(r)	Julie A. Maegi Biology/Earth Science	B	25,634	1	05-08-95
(nr)	Sara R. Radloff Library Media Specialist	B	24,413	0	05-08-95
	Effective September 1995, payroll:				
(r)	Susan A. Alunkal Elementary	B	24,413	0	Sept. 1995
(r)	Felice A. Beal Elementary	B	24,413	0	Sept. 1995
(nr)	Melody D. Cleveland Elementary	B	24,413	0	Sept. 1995
(r)	Mark A. Erlandson English	B	24,413	0	Sept. 1995

(nr)	Kerry L. Gillard Elementary	B	31,737	6	Sept. 1995

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective September 1995, payroll:				
(r)	Monica L. Godwin Elementary	B	24,413	0	Sept. 1995
(r)	Tammy D. Griffin-Rice Elementary	B	24,413	0	Sept. 1995
(r)	Maria G. Herrera Elementary/Bilingual	B	24,413	0	Sept. 1995
(r)	Melissa J. Hodge Elementary	B	24,413	0	Sept. 1995
(r)	Janel L. Howard Elementary	B	24,413	0	Sept. 1995
(r)	Katherine L. Katter English	BB	28,197	2	Sept. 1995
(r)	Tosha L. Kirksey L. D.	B	24,413	0	Sept. 1995
(r)	Jennifer L. Lucas EC:EEN	B	24,413	0	Sept. 1995
(r)	Marsha J. Malueg Mathematics	B	24,413	0	Sept. 1995
(r)	Janice M. Odom Elementary	B	24,413	0	Sept. 1995
(r)	Lorna L. Piggee Elementary	B	24,413	0	Sept. 1995
(nr)	Meredith K. Reeves English	B	24,413	0	Sept. 1995
(nr)	Wendy R. Tucker Elementary	B	24,413	0	Sept. 1995
(nr)	Christine M. Uhrin Grade 1-8	B	24,413	0	Sept. 1995
(r)	Krissy N. Washington Elementary	B	24,413	0	Sept. 1995
(nr)	Nou Xiong Tech. Ed.	B	24,413	0	Sept. 1995
(r)	Heide M. Panasiuk		33,171	1	Sept. 1995

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

Director Small moved to approve the appointments.

The motion prevailed, the vote being the same as that preceding:
Ayes—7; Noes—0.

* * * * *

(Item 10) Approval of 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:

(r) John Sanchez	Assistant Principal Vieau Elementary School	Schedule III, Range 10D $45,648
(r) Erbert Johnson Jr.	Budget and Financial Reports Supervisor Department of Finance	Schedule III, Range 9A $65,880
(r) Douglas Bellin	Personnel Analyst Department of Human Resources	Schedule III, Range 6A $50,000

(r) Resident

Director Small moved to approve the appointments.

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

Ayes—7; Noes—0.

* * * * *

(Item 11) Approval of Certificated Leaves of Absence

Superintendent's Recommendation

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

	Present Assignment	Effective From
Illness Leave, to June, 1995:		
Pearlie Barnett	Burroughs	March 16, 1995
Richard Bottoni	Marshall	February 17, 1995
Dorothy Dale	Townsend	March 27, 1995
Gracanne Dragotta	38th Street	April 27, 1995
Dianne Henschel	Allen Field	April 12, 1995
JoAnn Korpal	Allen Field	April 24, 1995

Hilda Saunders	95th Street	April 25, 1995

	Present Assignment	Effective From
Illness Leave, to January, 1996:		
Grace Jones	North	January 17, 1995
Illness Leave, to June, 1996:		
Mark Barnes	Day-to-Day	August, 1995
Personal Leave, to June, 1996:		
Theresa Hosster	Vincent	August, 1995
Theresa Landherr	Wheatley	August, 1995
Timothy Lichtenwald	EESS Center	August, 1995
Jacquelyn Shanti	Barton	August, 1995
Maternity Leave, to June, 1996:		
Jennifer Byzewski	Brown	August, 1995
Barbara Rohleder	Green Bay	August, 1995
Beth Specht	Brown	August, 1995
Sabbatical Leave, to June, 1996:		
Rachel Gray	King HS	August, 1995
Sherry Pelgrin	Wright	August, 1995
Extension of Personal Leave, to June, 1996:		
Lori Cameron	Leave	August, 1995
Foyne Mahaffey	Leave	August, 1995
Extension of Illness Leave, to June, 1996:		
Joseph Moore III	Leave	August, 1995
Extension of Maternity Leave, to June, 1996:		
Margaret Grogan	Leave	August, 1995
Jan Heinitz	Leave	August, 1995
Chieh Li	Leave	August, 1995
Despina Miller	Leave	August, 1995
Brenda Scharping	Leave	August, 1995
Ann White	Leave	August, 1995

Director Small moved to approve the leaves of absence.

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

Ayes—7; Noes—0.

* * * * *

(Item 12) 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:

Superintendent's Recommendation

That the Board reappoint 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)

Barton, Matthew F.
Becker, Rebecca L.
Bendfelt, Holly A.
Benkowski, Jeffrey J.
Benson, Louise A.
Bozarth, Rebecca A.
Bradley, Carey M.
Braun, Lane J.
Brunt, Kimberly F.
Buehler, Jr., Robert J.
Carlton, Judy L.
Cervera, Marjorie R.
Childs, Thresessa D.
Curtis, Anne E.
Deshur, Sandra B.
Duvall, Dawn M.
Ebben, Maureen R.
Evans, Amy L.
Evans, Ramon E.
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.
Gerdes, Patricia, J.
Glembin, Maria J.
Grimm, Stephen B.
Gross, James B.
Horvat, Mary S.
Jakubowski, Thomas
Kaine, Patricia A.
Kerst, Ronny H.
Klein, Theresa L.
Kolinski, Robert D.
Koshak, Lisa K.
Kruschke, Theresa R.
Leonard, Daniel J.
Liimatta, Susan G.
Lockheart, Lea A.
Luebke, Tammy A.
Luedtke, Louis A.
Lunney, Michael B.
Maricque, Nicole A.
Meyer, Ramona L.
Misorski, Andrew J.
Mueller, Mary P.
Newton, Lisa A.
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.
Toninato, Terri L.
Van Wyhe, Jennifer J.
Verhaalen, Alanna D.
Vey, Alan L.
Vidal, Nicole R.
Vigorito, Amy J.
Villodas, Maria L.
Walker, Milena G.
Walsh-Doud, Jean Ann
Weitzel, Diana M.
Weyker, Dawn M.
Whitney, Amy E.
Wilmington, Dawn M.
York, Deanna M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abram, Melissa S.
Acevedo, Maria A.
Adams, Michelle M.
Ahmad, Bashir
Alexander, J. Annette
Angeles, Beatriz
Ashton, Gether
Aviles, Ruth
Baker, Tami L.
Balistreri, Michelle L.
Banach, Erin K.
Banta, Kristin H.
Barrett, Mary E.
Basurto, Pauline E.
Bee, Veronda R.
Begos, Demetrios
Benassi, Peter J.
Bennett, Rhondell B.
Bergan, Christine D.
Beyer, Karen A.
Biddle, Vivienne B.
Blakesley, Gena L.
Blank, Diane M.
Bolin, Linda K.
Bonds, Anthony
Bovee, Jon E.
Brandenburg, Lesley A.
Brandt, Tracy L.
Brenner, Cheryl M.
Brighten, Camille A.
Brosky, George
Browning, Arletta M.
Bryant, Laurel S.
Burant-Nowatzki, Julie
Byers, Nancy J.
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.
Cooper, Paula K.
Crossot, Michael D.
Cruz, Ramon
D'Acquisto, Christopher A.
Damrow, Kathleen A.
Davis, Nochelle Y.
DeMott, Elmer J.
Dey, Donald F.
Dombrowski, Walter C.
Doubek, Jeffrey J.
Draeger, Gail P.
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.
Erickson, Lisa A.
Fagerness, Lynn, M.
Fails, John G.
Feagles, Susan M.
Fein, Leah I.
Feliciano, Kevin A.
Fick, Wendy L.
Fields, Denise M.
Finch, Michelle L.
Fish, Margaret M.
Fliss, Kim F.
Folz, Kathleen R.
Fonk, Molly E.
Fowler, Erika J.
Frackelton, William S.
Freiberg, Marlene H.
Fugina, Janet M.
Garcia, Irasema F.
Gennerman, Theodore M.
Gensemer, Martha L.
George, Jennifer S.
Gilbert, Beth A.
Gilmore, Charissa M.
Graf, Carolyn M.
Graf, Reed A.
Graham, Andrea L.
Graham, Yalonda S.
Grant, Jeanne R.
Grass, Consuelo
Graves, Patricia R.
Gray, Herbert R.
Greatens, Colleen R.
Greene, Catherine A.
Gross, Julie M.
Haas, Vicky A.
Hagen, Michelle A.
Haig, Maureen A.
Halsey, 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.
Helmstedt, Juan C.
Herring, Betty J.
Hershenson, Steven M.
Herzog-Kraus, Dawn R.
Hey, David W.
Hindman, Michelle M.
Hooper, Michelle D.
Horan, Cherie M.
Hubing, Kathleen S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Hummel-Dosmann, Shelley K.
Hutchins, Justine M.
Hutchins-Watson, Dana E.
Huyck, Deborra A.
Ibach, Melisa J.
Ivory, Leon R.
Jaramillo, Daniela A.
Jefferson, Bernice E.
Jefferson, Kimberly D.
Jefson, Christy A.
Joachim, Thomas R.
John, Constance E.
Johnson, Jill M.
Johnson, Marcia C.
Juettner, Jo Anne H.
Jung, Heidi S.
Justus, Dannette J.
Kaebisch, Kristy L.
Kalkoske, Todd A.
Kampschroer, Kimberly A.
Keefe, Matthew A.
Kendzierski, S. Sonia
Kent, Kathryn 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.
Kravetz, Elissa B.
Krebsbach, Dawn M.
Krumbein, Jeffrey V.
Kurczewski, David J.
Laabs, Deeann M.
La Haye, Mary Beth
La Porte, Danielle K.
Large, Nancy L.
Last, Kimberly J.
Lawrence, Darold
Leavens, Debora K.
Le Blanc, Charles D.
Lee, Nancy A.
Lemmen, Linda L.
Lenerz, Lynn M.
Leon-Guerrero, Veneta M.
Lepak, Lori A.
Levendusky, Tara L.
Le Veque, Jack F.
Levine, Christine M.
Lindeen, Hillary M.
Lindsey, Darice J.
Loberg, Jeannie M.
Loehr, Lesley M.
Logan, Gail K.
Lohre, Regina M.
Luckett, Tiffeny L.
Luettgen, Tim A.
Mabbott, Rachel A.
Magnuson, Diane G.
Mandella, Colleen A.
Mannion, Melissa M.
Manske, Lisa A.
Manuel, Mary E.
Markofski, Meloney D.
Martinez, Antonio L.
Martinez, Manuel A.
Martinich, Jeffrey A.
Masnica, Diane M.
Massie, Dorothy M.
Massoth, Joanna L.
Mazzulla, Mary K.
McClain, Rae E.
McCluskey, Pamela M.
McDorman, Brian J.
McKinney, Shahanna W.
McKissick, Lois A.
Mead, Donna L.
Mehta, Judith L.
Mennicke, Paul D.
Meyer, Ann L.
Michalos, Susan M.
Michael-Berry, Susan A.
Miller, Sarah L.
Mims, Jennifer N.
Molthen, Julie A.
Mondry, Amy E.
Montagne, Matthew J.
Morrell, Nola E.
Moze, Dolores J.
Mrozek, Mark R.
Neberman, Sandra K.
Nestoras, Niki
Nettesheim, Renee M.
Nichols, Tyrone E.
Niemczyk, Ignatias J.
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, Harry 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 E.
Poehlman, Michele L.
Powell, Suzanne K.
Powell, Tamara A.
Prioletta, Michelle M.
Radomski, Donald J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Ramirez-Rios, Maria R.
Ratka, Antigone 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 J.
Rostad, Judith B.
Roubik, John R.
Sablan, Dorinda L.
Sanders, Bettie J.
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.
Schoenfeld, Karlyn P.
Schoenung, Karla J.
Scholl, Kathleen
Schowalter, Mary L.
Schultz, Mary Anne S.
Schultz, Therese A.
Schulz, Bonnie B.
Schwab, Jamie Lee
Schwartz, Carlene K.
Scott, Willie J.
Sedlak-Swider, Christine C.
Seelman, Catherine M.
Shea, Mari A.
Shea, Mary P.
Sieger, Debra M.
Simmons, James
Sisson, Stephanie D.
Slawson, Christine A.
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.
Van Fossen, Lou Ann C.
Van Pelt, Michael R.
Van Weelden, Angela M.
Vega, Karen J.
Vincent, Mark N.
Von Estorff, Carl E.
Wagner, Christine A.
Wagner, Donald J.
Wagner, Steven L.
Walker, La Mont M.
Walker, Vera V.
Walters, Amy L.
Watry, Jennifer L.
Weidner, Mary K.
Weinberger, Mary A.
Weitzer, Rebecca L.
Wellmuth, Laura L.
Werner, Robert A.
Wertenberger, Thomas R.
Wessel, Julie A.
Wicks, Priscilla R.
Wiesner, Dawn M.
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
Yardley, Kimberly K.
Yarrington, Sheila K.
Yatchak, Frederic V.
Zablocki, John M.
Zaharias, Robert B.
Zelewski, Sandra K.
Ziemann, Corinne
Zimmermann, Joseph
Zollicoffer, Stephanie Y.
Zywicki, Jill M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Anderson, Angela Y.
Anderson, Christine A.
Baracani, Brad J.
Barberena, Gretchen C.
Bennett, Donald L.
Berger, Joel M.
Bostrom, Laura M.
Buchholz, Tim J.
Burgermeister, Thomas J.
Cecil-Pigo, Erin F.
Chadwick, Lynette 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.
Gerol, Mark A.
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.
Keller, Diana H.
Kramer, John M.
Lacy, Kathleen M.
Landre, Thomas D.
Lehn, Rebecca C.
Leonard, Kathleen A.
Lind, Tammy A.
Loeffelholz, Cheryl L.
Lubke, Dawn M.
Mac, Patricia J.
Mackowski, Catherine A.
Marshall, Patricia L.
Milosz, Wendy J.
Mueller, Celene A.
Muinde, Suzann E.
Muth, Jaimie A.
Nedrow, Kristi U.
Neumann, Kim M.
Nixon, Irma Y.
Olaniyan, Ajamu
Otto, Diana T.
Passley, Wilbert G.
Pawlicki, Meg L.
Pesch, Elizabeth J.
Phillippo, Kelly L.
Rabideau, Todd M.
Radaj, Maureen O.
Rapp, Laurie M.
Ritchie, Diane M.
Robinson, Christine
Roventini, James R.
Sagadin, Jr., Leon A.
Sanders, Fred D.
Slodki, Jacob I.
Smith, Haydee L.
Snyder, Daniel R.
Sobczyk, Karen A.
Trochlell, Kathleen A.
Tucker, Misae
Vlaj, Mark P.
Wachs, Rochelle E.
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.
Ziegelbauer, Holly A.
Zuknik, Cynthia

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Amini, Katherine A.
Anco, Lisa L.
Anderson, Mora A.
Antkowski, Mary E.
Antonsen, Tanya M.
Arnold, Annie E.
Arvan, Jill 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.
Bastian, Laura L.
Bauldry, Thomas G.
Bearden, Larhonda
Beining, Amy
Benton, Valerie D.
Berdes, Barbara M.
Best, Bonnie J.
Bichler, Jacquelyn A.
Birdsall, Laura J.
Birdsall, Mark D.
Blair, Lora H.
Blinkhorn, John T.
Bloch, Andrea S.
Borowski, Mary A.
Borsuk, Roberta L.
Brand, Mary Ann
Bressler, Faye L.
Brethouwer, Stacie M.
Brightsman, David F.
Brignoni, Janette
Brook, Ruth H.
Brown, Jeffrey D.
Brzenk-Nelson, Lee Anne
Burgermeister, Laura K.
Burgess-Newman, Benita R.
Burke, Lanie L.
Burns, Thomas J.
Butzman, Bretton A.
Byrd, Marilyn D.
Caird, Joan M.
Camden, Deena L.
Carl, Barbara H.
Carlson, Theodore R.
Carroll, Pamela A.
Cashman, Mary H.
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.
Cook, Lawrence T.
Cram, Linda L.
Czmowski, Kevin L.
Dahlk, J. Elizabeth
Danek, Mary Jo
Daniels, Angela D.
Daniels, Dennis E.
Danner, Joseph L.
Davis, Jennifer L.
Dean, Sheri L.
Dederich, Jeffrey J.
Dolinky, Julie A.
Drescher, Lisa M.
Dundun, Herbert E.
Dunn, Amy L.
Edwards, Diane L.
Erikson, Laura L.
Esser, Lori A.
Esser, Mary M.
Figueroa, Miguel F.
Fishman, Abbie R.
Forseth, Kerry L.
Fosback, Kristin L.
Fountain, Erik C.
Fox, Laura L.
Fox, Margaret M.
Franklin, Carrol
Fraser, Robin J.
Friedel, Sandra M.
Friedkin, Linda L.
Gable, Gloria J.
Garcia, Nilsa I.
Gavronski, Tracy A.
Gerbasi, Steven E.
Gnadt, Nicole M.
Goham, Mary E.
Gomilla, Pamela A.
Gray, Malissa L.
Greene, Pamela F.
Grisar, Christy M.
Gromowski, Karen B.
Grzegorek, Wendy M.
Gullicksen, Craig A.
Gulotta, Frances A.
Guten, James R.
Hall, Corzene
Hamdani, Zubeida 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
Jelinske, Jeanne M.
Jenkins, Larrietta Y.
Johnson, Karen A.
Johnson, Michele C.
Johnson, Valerie T.
Just, Laura L.
Kahn, Debra L.
Kalinowski, Suzanne K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Karbowski, Jeffrey J.
Kargol, Christine M.
Karow, Debbie L.
Kavanagh, Timothy D.
Kazel, Judith K.
Kelly, Patrick R.
Khenthavong, Phetlamphanh
Kilgore, Jr., Cleophus
Killian, Kerry P.
Kirby, Suzanne M.
Kliebhan, Kristine G.
Kluck, Kathleen M.
Kneser, Ann L.
Knuettel, Lite E.
Koeper, Joel J.
Konkol, Karen M.
Kroog, Paul J.
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.
May, Joan E.
Mays, Janet L.
McClure, Michael H.
McCoy, Jennifer L.
McDonald, Kevin P.
McGarry, Kathrine R.
McLean, Sharonda R.
McNulty, Heidi P.
Meaux, Heather E.
Melo, Clotilde M.
Menden, Sandra A.
Metcalf, Sharon A.
Meurer, Mary L.
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.
Newman, Lynn F.
Nichols, Linda J.
Nichols, Wade W.
Nieves, Marybell
Noard, Jennifer M.
Nunez, Rosa Ana
O'Connor, Elizabeth L.
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.
Perala, Christine M.
Perkins, Kathryn D.
Pertuz, Marcia J.
Peterson, Morris A.
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
Ratcliffe, Bertha L.
Reed, Tammy A.
Richardson, Rebecca L.
Riegg, Kimberly M.
Rinka, Karen F.
Rivera, Elizabeth
Rocha, Marylou
Rosado, Monserrate
Rufo-Valle, Lujdza S.
Rupar, Joanne L.
Rusch, Jason M.
Ryan, Amy J.
Ryan, Beverly L.
Sackmann, Cynthia K.
Sauer, Mark E.
Sayre, Janet L.
Schilz, Julie R.
Schleif, Christine M.
Schmeling, Lisa L.
Schrauth, Erika J.
Schroeder, Michael D.
Schwarten, Danny L.
Schwartz, Latasha R.
Seaton, Deborah M.
Shavzin, Donna J.
Shelton, Pamela J.
Simmons, Diana M.
Smyczek, Jane N.
Soko, Jane T.
Someah, Jacquelyn A.
Somphone, Noy V.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

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.
Sultanovich, Maya
Swanson, Stephen W.
Temple, Marguerite E.
Terry, Jr., Hollins
Thao, Gwaub T.
Thompson, Marie
Threats, Betty A.
Tooley, Catherine A.
Trudeau, Melannie S.
Ulrich, Bonnie M.
Utri, Alfred
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.
Yadavalli, Phaneendra
Zagorski, Philip A.
Zahorik, Linda M.
Zieske, Jr., Richard M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Agee, Jeri E.
Allison, Jerry L.
Barkdull, Cynthia J.
Basile, Theresa Marie
Biever, Helen A.
Binon, Sharon L.
Blanchard, John R.
Broaden, Shari D.
Brooks, Salomie T.
Cannon, Deborah L.
Childs, Jr., Martin
Christiansen, Dorothy D.
Coonen, Heather B.
Crowder, Jill A.
Defatte, Laurie L.
Dillman, Maureen M.
Douglas, Mark A.
Faust, Jodie J.
Flaherty, Michael T.
Flora, Carol B.
Fredelake, Colleen A.
Gassman, Jenifer L.
Gentile, Sara H.
Ginger, Lisa M.
Haberlie, Jo Ellen K.
Hinz, Charles F.
Johnson, Steven O.
Jones, Joseph
Karvelas, Gregory S.
Kinde, Ellen M.
Knight, Judith A.
Kuenstler, Kristin M.
Kulak, Kristina M.
Kyles, Frederick R.
Lamp, Paula J.
Lawson, Fannie M.
Lawson, Susan M.
Lechner, Lisa R.
Le Mieux, Michelle D.
Lemmermann, Carol M.
Levine, Melodynee J.
Lodes, Steven J.
McElwee, Ellen M.
McGarry, John F.
McHale, James P.
Mork, Lynn Ann
Morones, Michelle A.
Moseley, Cheryl A.
Mosiman, William P.
Nelsen, Mary A.
Norman, Charles W.
Paradeis, Julie A.
Porosky, Linda J.
Rivas, Danilo J.
Ropella, Mark C.
Rosenberger, Mari P.
Rozek, Marick A.
Simons, Michelle T.
Spinti, Sandra W.
Stocking, Nicole J.
Towle, David F.
Walenta, Jean E.
Washbush, Mary K.
Weinstein, Michael S.
Wenninger, Molly A.
Wilkinson, Moira N.
Wilson, Shauna D.
Woods, Jr., Larry O.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Acevedo, Rafael J.
Adams, Cecelia M.
Adams, Terry L.
Ahrens, Laure J.
Allen, Lula R.
Allen, Marilyn J.
Allison, Hugh B.
Allmon, Karl A.
Anderson, Tamara J.
Antoine, Jenny A.
Archbald, Lynne R.
Auterman, Craig S.
Ayala, Rebecca
Baez, Jo Anne M.
Banks, Paul K.
Beckley, Brenda F.
Benezis-Tselentis, Helen
Benitez, Francisco J.
Berman, Shari B.
Bernal, Jose G.
Berning, Beckett R.
Best, Colleen M.
Birschbach, Ann G.
Black, Vernice
Block, Kim E.
Bock, William J.
Bond, Alma J.
Borden, Jane F.
Botbyl, Christina L.
Bowen, John P.
Braem, Susan A.
Brikowski, Catherine A.
Bril, John C.
Brockunier, Janice L.
Bronaugh, Marla D.
Brown, Pamela A.
Burrows, Joyce A.
Calvin, Roger A.
Campbell, Annette M.
Campbell, Gene W.
Carey, Kristine E.
Carlton, Brenda L.
Carr, Eardis
Carrillo, Christine L.
Carroll, Thomas J.
Casas, Jim S.
Case, Marianne A.
Cayton, Michael A.
Chancellor, Catherine M.
Chand, Raksha D.
Cheatham, Vanessa R.
Chevako, Jr., Donald M.
Cigale, Dorothy J.
Cochran, Joann D.
Collins, Harry A.
Cottrell, Kierstin M.
Crowe, Lavonne E.
Czech, Sally J.
Dagesse, Francis J.
Daniel, Tanya R.
Davis, Marie O.
Davison, Charles J.
Dawson, Francine E.
Dawson, Marcey K.
Degener, Joan D.
Denman, Reginald C.
Dettloff, Jacqueline R.
Diaz, Marilyn
Diener, Thomas C.
Doherty, Patricia K.
Donegan, Kathleen M.
Donohue, Amy C.
Dubey, Sarah J.
Duke, Susan K.
Dykes, Francyne T.
Eck, Carrie F.
Edmund, Lizabeth M.
Eldien, Cynthia M.
Erdtmann, John E.
Esmond, Kristine M.
Estante, Yolanda S.
Evans, Debra D.
Evans, Lisa M.
Faehling. Rhonda F.
Feldner, Annette M.
Ferosie, Annette I.
Fields, Scott D.
Finne, Mark A.
Finnell, Kristine L.
Fischer, Joann L.
Fogeltanz, Michelle M.
Folger, Rachelle L.
Fosshage, Timothy J.
Frankiewicz, Kathryn A.
Freundl, Maryellen E.
Fritz, Heidi L.
Furniss, James R.
Gaddis, Jeffery L.
Gass, David A.
George, April M.
Geschke, Kelly M.
Gilane, Dona M.
Gleason, Matthew J.
Godager-Bode, Wendy M.
Goll, Sherri L.
Gourley, Debra D.
Granzow, Kristen L.
Guyette, Julie C.
Haddon, Kevin H.
Hanson, William
Harris, Diane M.
Harwood, Sara J.
Haske, AnneMarie
Hayes, Callie
Hennen, Marilyn R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Hentz-Harris, Roxie T.
Herek, Terri L.
Hernandez, Louis J.
Hershenson, Karen M.
Heyrman, Julie A.
Hickling, Barbara M.
Hickson, Leola L.
Hill, Mary J.
Hill, Nancy S.
Hill-Riley, Princess A.
Hodges, Julie A.
Hoffman, Deborah A.
Horn-Price, Kimberly M.
Horton, Dorothy J.
Howell, Willie G.
Howland, Stuart M.
Iding, Bradford A.
Jackson, Carolyn D.
Jackson, Lynette
Jacobsen, Cynthia E.
Jaskie, Christine M.
Jenn, Barbara A.
Johnson, James G.
Johnson, Jerry L.
Johnson, Karin
Johnson Jr., Wallace D.
Kaat, Beth M.
Kalman, Anne M.
Kaminski, Mark A.
Kanter, Shelli A.
Kassulke, Rebecca A.
Kelly, Paula J.
Killins, Jr., Willie D.
Kilton, Shannon L.
King, Maureen M.
Knapp, Mary J.
Knutson, Annette
Kolehmainen, Denee S.
Kovar, Kendra L.
Kraemer, Mary C.
Kratz, Rebekah M.
Kremer, Mary E.
Kremkau, Diane N.
Krey, Steven E.
Kuborn, Nancy A.
Kyriacou, Anne K.
LaMarche, Jeanne L.
Lambrecht, Dawn M.
Lampkins, Byron D.
Lansinger, Jennifer L.
Laster, Tracy M.
Lawrence II, Reginald L.
Lehmkuhl, Dana M.
Leon, Otilio
Lerner, Kathryn W.
Le Sage, Pierre E.
Liston, Zamerian H.
Lloyd, James A.
Luckman, Marietta F.
Ludwig, Jeanne L.
Lustig, Kathleen R.
Macho, John D.
Mahan, Susan M.
Malone, Annie L.
Malphy, Dawn J.
Mamon, June B.
Marschner, Terri D.
Martens, Karen L.
Masson, Debra J.
Matel, Phyllis J.
Mayer, Kerry W.
McCord, Jason E.
McWilliams, Stanley W.
Mehl, Nancy A.
Meleski, Lynda J.
Merritt, Lisa M.
Miller, Rhonda L.
Milosch, Kim M.
Mitchell, Sarah J.
Mizialko, Amy N.
Moerchen, Eric R.
Molenda, Tami S.
Morse, Penney J.
Moseley, Tara L.
Mueller, Michelle L.
Munch, Shawn B.
Murray, Daniel D.
Nehmer, Timothy A.
Neill, Stephen E.
Nemeth, Joy Lyn
Neubauer, Lori A.
Nicholas, Annmarie L.
Niedzialkowski, Donna J.
Norris, Susan G.
O'Brien, Susan J.
Orengo, Noel A.
Ortiz, Nannette
Otto, Diane M.
Oulahan, Anne M.
Pacho, Jorge L.
Page, Stephen L.
Patterson, Lori C.
Paul, Ronda K.
Petre, Britt M.
Petri, Timothy E.
Petroviak, Debra R.
Phebus, Jay M.
Pierce, William D.
Pipp, Frank J.
Plachetka, Rhonda K.
Puestow, Beth A.
Purgill, Doreen A.
Rafaelidys, Robin H.
Rakowiecki, Michael J.
Randow, Sara J.
Rehl, Kathleen A.
Reszel, Roxane R.
Reyes-Webb, Carmen D.
Rhode, Rae A.
Rick, Angela J.
Rick, Sheryl L.
Rivera, Elsie
Rivera, Jethra J.
Robers, Christina L.
Roemer, Kathleen A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Rosado, Diane
Rose, Julie A.
Rothman, Laura J.
Runge, Marilyn A.
Runnoe, Vicki L.
Russo, Marc F.
Ruud, Mary H.
Sanchez, John A.
Sanchez, Victoria L.
Sathe, Elaine M.
Sauvageau Laura M.
Scallon, Michele A.
Schaewe, Bonnie J.
Schmeling, Jill M.
Schmeling, Linda A.
Schroeter, Kevin L.
Schwacke, Laura A.
Semko, Catherine A.
Shadd, Marjorie A.
Sherman-Colt, Lisa E.
Shive, Marsha G.
Sims, Cherie
Slawson, Rita
Smith, Don E.
Smith, Shunflicia Y.
Snedic, Jennifer A.
Sorenson, Cassandra R.
Soto, Manuela
Stapleton, Colleen M.
Stauber, Richard A.
Stefanik, Mary C.
Stein, Carol B.
Steininger, Laura A.
Sterns, Lynn R.
Stewart, Laura E.
Strand, Lori A.
Stritesky, Timothy J.
Strong, Deborah F.
Tadin, Renee M.
Tedesco, C. Michael
Thibodeau, Parith A.
Thompson, Thomas C.
Timm, Nicolette D.
Tracey, Paul J.
Tucker, Joyce
Turkseven, Fiona M.
Tyczkowski, Teresa L.
Ubl, Marlene R.
Uhl, Nancy J.
Uhlers, Michelle A.
Ullrich, Lori A.
Valladares, Mario G.
Vande Hey, Karen L.
Van Laanen, Christopher W.
Vedder, Maureen B.
Vega, Alba N.
Venzant, Henry A.
Vey, Angela L.
Villa Fuentes, Margaret S.
Vogel, Ben A.
Volkert, Gerianne R.
Walker, Hope M.
Walsh, Erin K.
Wanta, Carol C.
Warren, Christine H.
Washington, Byron L.
Washington, Rosa M.
Watts, Adrienne L.
Watts, Rhonda L.
Wegerer, S. Jenell
Weiler, Gary R.
Wenzel, Peter J.
White, Rosie L.
Wiemer, Pamela J.
Wiencek, Laurie J.
Will, Michael J.
Williams, Lynn E.
Woolweber, Donn E.
Woytych, Mary
Wright, Jennifer S.
Wright, Michelle A.
Yamahiro, Karen M.
Yeghiaian, Kim M.
Zacher, Jillian K.
Zakowski, Karen M.
Zenobi, Peter J.
Zimmer, Heather M.
Zocher, Stacy L.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two Semesters)

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

PRINCIPALS
(Completing Three Semesters)

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

PRINCIPALS
(Completing Four 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

PRINCIPALS
(Completing Five Semesters)

Rose M. Carr
Ralph A. DeVito
Mary B. Minkley
Peggie J. Swift

PRINCIPALS
(Completing Six Semesters)

Gloria B. Erkins
Eugene Humphrey
Dolores Keirn-Jackson
Donald A. Krueger
Patricia J. Mattek
Nancy McLure
M. Lourdes Tovar
Patricia J. Walia
Debra L. Wallace
Catherine Washabaugh
Larry Williams

ASSISTANT PRINCIPALS
(Completing One Semester)

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

ASSISTANT PRINCIPALS
(Completing Two 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
Patricia L. Threat

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Three Semesters)

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

ASSISTANT PRINCIPALS
(Completing Four 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
Elsie L. Reyes
Elizabeth A. Schoone
Edward T. Szopinski
Karen J. Theama
Kevin M. Walsh

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Willie J. Fuller
Mary L. Gay
Everlena Hyche
Patsy C. Parker-Safford
Glen R. Stavens
Winifred A. Tidmore

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Gwendolyn W. Allison
Deborah A. Bell
Bill D. Borchardt
Myron L. Cain
Arleen C. Dansby
Julia A. Dean
Adell Fair
William T. Fantry Jr.
Marshall L. Gallant
Cynthia A. Grant
Dura R. Hale
Timothy J. Howard
Troney Hutchins
Murray A. Jackson
Jennifer L. Jung
Bobbie A. Killins
Evornia L. Kincaid
Linda Kincaid
Robin A. Kitzrow
Thomas J. Kraft
Larry E. Leonard
Sara Marquez
Mondell V. Mayfield
Guadalupe Montoto
Shirley B. Moutry
Bonnie J. Murphy
Carrie L. Odom
Graciela M. Pequeno
Charlene Pierce
Ronald E. Price
Evelyn Resto Rodriguez
Diane J. Rombca
Karen E. Soukup
Ann L. Tepp
Elisabeth Words
Mary L. Zimmermann

SUPPORT STAFF
(Completing One Semester)

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

(Completing Two Semesters)

Kenneth M. Black
Marianne T. Sobkowiak

(Completing Three Semesters)

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

(Completing Four Semesters)

(None)

(Completing Five Semesters)

Dorothy James
Pamela R. Penn
Bethany A. Wilkinson

(Completing Six Semesters)

(None)

Director Sinicki moved to approve the reappointments.

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

Ayes—7; Noes—0.

* * * * *

(Item 13) Acceptance of the Report on Resignations

The resignations listed below have been received and accepted by the superintendent, effective as of the dates indicated.

Superintendent's Recommendation
That the Board accept the report.

RESIGNATIONS

Name	Position	Effective Date
Joan C. Ammerman	Teacher	06-14-95
Beverly A. Archibald	Teacher	06-14-95
Nancy C. Bagemihl	Teacher	06-14-95
Kathleen M. Bajczyk	Teacher	06-30-95
Amy B. Bajkiewicz	Teacher	04-04-95
Ruth E. Barkei	Counselor	06-16-95
Johnnye P. Barnes	Teacher	06-14-95
Charles P. Baumgardner	Teacher	05-02-95
Betty Jo Beauchamp	Teacher	06-14-95
Eileen D. Bell	Teacher	04-10-95
Janet A. Bennett	Teacher	06-14-95
Frederick T. Benz, Jr.	Teacher	06-19-95
Janice M. Berceau	Teacher	06-14-95
Ethel N. Berkley	Teacher	06-14-95
Sam W. Bird	Teacher	06-14-95
Nancy J. Bishea	Social Wkr.	06-20-95
Alvin P. Blair	Teacher	06-14-95
Dawn N. Bobo	Teacher	02-16-95
Casey J. Brandt	Teacher	06-14-95
Beverly H. Branson	Teacher	06-14-95
Paul E. Buechel	Teacher	06-14-95
Thomas W. Buhrandt	Counselor	06-14-95
Bernice Bynum	Teacher	06-14-95
Gerald L. Chadbourn	Teacher	06-14-95
Cathleen A. Charrey	EESSC	01-23-95
Benita D. Clark	Teacher	06-14-95
Flora G. Cochingyan	Teacher	06-14-95
Margot M. Cordes	Teacher	06-14-95
Penny A. Crandall	Teacher	06-14-95
Dorothy L. Dale	Teacher	06-14-95
Donald J. Darnieder	Teacher	06-14-95
Judith A. Davenport	Teacher	06-14-95
Kathryn Delahanty	Teacher	06-14-95
Maria D. de Thiele	Teacher	06-14-95
Norma D. Devine	Teacher	06-14-95
Nadine Duerwachter	Teacher	06-14-95
John T. Duffey	Teacher	06-14-95
Elmer E. Earnest	Teacher	07-01-95
M. Alice Edgar	Teacher	03-03-95
John D. Erdman	Teacher	06-14-95

RESIGNATIONS

Name	Position	Effective Date
George J. Finco	Teacher	06-14-95
John M. Firth	Teacher	06-14-95
Michael J. Flees	Teacher	06-14-95
Bette M. Forbes	Teacher	06-14-95
Karen Frankie	Teacher	06-14-95
David J. Fraser	Counselor	06-14-95
Judith K. Fraser	Teacher	02-24-95
Judith T. Fuhrman	Teacher	06-14-95
Jacquelyn I. Gehm	Teacher	06-14-95
Joanne S. Gialdini	Teacher	06-14-95
Rosemary A. Giesfeldt	Teacher	06-14-95
Roger H. Gifford	Teacher	06-14-95
William Gladney	Teacher	06-14-95
Eleanor M. Gleffe	Teacher	06-14-95
Roberta D. Gordon	Teacher	03-10-95
Nancy L. Graber	Teacher	06-14-95
Sarah L. Grant	Teacher	06-14-95
Joanna E. Graves	Speech Path.	06-14-95
David P. Gritt	Teacher	06-14-95
John F. Gruber	Admin.	07-06-95
Donald D. Gunderson	Teacher	06-14-95
Charlotte M. Gutknecht	Teacher	06-14-95
Philip P. Hansen	Teacher	06-14-95
Marilyn A. Haug	Teacher	06-14-95
Barbara A. Hayden	Teacher	06-14-95
David J. Heinbuch	Teacher	06-14-95
Jerome L. Heiss	Teacher	06-14-95
Irene O. Henry	Teacher	06-14-95
James T. Henry, Jr.	Principal	06-15-95
Earl Hines	Teacher	06-14-95
Jean E. Hoffmann	Teacher	06-14-95
Joanne J. Holek	Teacher	06-14-95
John R. Horvath	Teacher	06-14-95
Patricia A. Horvath	Teacher	06-14-95
Lee A. Jay	Teacher	06-14-95
Albert J. Jelinek	Teacher	06-14-95
Dana M. Jenkins	Teacher	06-14-95
Elizabeth J. Jensen	Teacher	06-14-95
Charles A. Johnson	Teacher	06-14-95
Lillian Johnson	Teacher	06-14-95
Shirley L. Johnson	Teacher	06-14-95
Katie J. Jones	Teacher	06-14-95
Jeanne-Marie Joseph	Teacher	07-22-95
Nancy A. Joyce	Social Worker	02-15-95
William Kaaikiola	Teacher	06-14-95
Margaret A. Kawczynski	Teacher	06-14-95
Margaret M. Kenehan	Teacher	06-14-95
Wayne A. King	Teacher	06-14-95
Marian M. Klapperich	Teacher	06-14-95

Shirley A. Kleiner	Teacher	06-14-95

RESIGNATIONS

Name	Position	Effective Date
Wayne C. Kollath	Teacher	06-14-95
Jean M. Koury	Teacher	06-14-95
Robert R. Kraklow	Ass't. Prin.	06-15-95
Donald E. Krall	Teacher	06-14-95
Sally A. Kubash	Teacher	06-14-95
Silvana A.M. Kukuljan	Teacher	06-14-95
Esther N. Lauwasser	Teacher	06-14-95
Ann H. Lederman	Teacher	06-14-95
Luanne G. Leising	Teacher	06-14-95
Kathleen M. Le Mieux	Teacher	06-14-95
Jeremy J. Lietz	Ass't. Prin.	06-16-95
Carole L. Lilly	Teacher	06-14-95
Patricia A. Lindstrom	Teacher	06-14-95
Rita M. Lorenz	Teacher	06-14-95
Martha R. Lumovich	Teacher	06-14-95
John D. Mac Gillis	Teacher	06-14-95
Ronald R. Maki	Teacher	06-14-95
Edward J. Marshall	Teacher	06-14-95
Mildred Martin	Teacher	06-14-95
Inez Mathews	Teacher	08-03-95
Mary E. McCall	Teacher	06-14-95
Mary E. McCarty	Teacher Mentor	06-20-95
Dorothy M. McGlynn	Teacher	06-14-95
Dorothy S. McGregor	Teacher	06-14-95
Christina Melanson	Teacher	06-14-95
Rebecca C. Michaels	Teacher	03-20-95
Gale E. Michalski	Teacher	03-15-95
Ruth K. Mihelich	Teacher	06-14-95
Christine T. Mikels	Teacher	06-14-95
Evelyn R. Mikels	Teacher	06-14-95
Clarene L. Moore	Teacher	06-14-95
Linda L. Mucha	Teacher	03-13-95
Joan W. Nason	Teacher	06-14-95
Myra A. Nehs	Teacher	06-14-95
Janis D. Nelson	Teacher	06-14-95
Mary E. Newell	Teacher	06-14-95
Sally R. Noldin	Teacher	06-14-95
Evelyn P. Nowak	Teacher	07-25-95
Richard T. Olenchek	Teacher	06-14-95
Sally J. Onsrud	Teacher	06-14-95
Ann C. Ousterling	Teacher	06-14-95
Mary F. Perry	Teacher	07-01-95
Dale E. Pforr	Teacher Mentor	06-21-95
Kay L. Pliszka	Teacher	06-14-95
C.Promersberger-Johnston	Teacher	06-14-95
Mary L. Randall	Teacher	06-14-95
Jean B. Rautenberg	Librarian	06-16-95
William F. Reiser	Teacher	06-14-95
Rosemary D. Ries	Teacher	06-14-95

Harland C. Ristau	Teacher	06-14-95

RESIGNATIONS

Name	Position	Effective Date
Betty J. Rodriguez	Teacher	06-14-95
Corine G. Ruhl	Teacher	06-14-95
Juanita R. Sanders	Principal	02-09-95
Mary J. Satterwaite	Teacher	06-14-95
Elaine C. Schneider	On Leave	05-01-95
Dorothea A. Schroeder	Teacher	06-16-95
Donald E. Schultz	Teacher	06-14-95
Gayle Schwibinger	Teacher	06-14-95
L. Severin-Kabelowsky	Teacher	04-28-95
David C. Simley	Teacher	06-14-95
Roberta A. Smallins	Teacher	06-14-95
David L. Sneen	Teacher	06-14-95
Deanna Spanjar	Teacher	06-14-95
M. Spuehler-Duprey	Teacher	06-14-95
James E. Stabenaw	Teacher	06-14-95
Diane L. Stanfield	Teacher	06-14-95
Barbara E. Stark	Teacher	05-04-95
Annie F. Stewart	Teacher	02-01-95
James R. Stiewe	Teacher	06-14-95
Joyce A. Svendsen	Teacher	06-14-95
De Lois H. Taylor	Teacher	06-14-95
Marianne K. Thompson	Teacher	06-14-95
Elaine Tobias	Teacher	06-14-95
Willa M. Townsend	Teacher	06-14-95
Joyce S. Uhlir	Teacher	06-14-95
Gloria J. Viel	Teacher	06-14-95
Jane M. Villeneuve	Teacher	06-14-95
James I. Walczak	Teacher	09-05-95
Judith A. Walczak	Teacher	06-14-95
Dennis O. Walker	Teacher	06-14-95
Randal G. Ware	Teacher	04-13-95
Irene G. Weber	Teacher	06-14-95
Therese A. Wick	Teacher	06-14-95
Annie L. Williams	Ass't. Prin.	07-01-95
Juanita Wood	Teacher	06-14-95
Joan A. Yuen	Teacher	06-14-95

Director Sinicki moved to accept the report.

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

Ayes—7; Noes—0.

* * * * *

(Item 14) Report on Deletion of Names from the List of Appointed Teachers

The Superintendent advises the Board of the absence without leave for more than 45 days during a half year of the following teachers:

Linda Johnson and Joe Smith have been absent without leave from the Milwaukee Public Schools since January 23, 1995. No requests for any leaves of absence are on file. On April 4, 1995, 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.

Grace Newson has been absent without leave from the Milwaukee Public Schools since January 23, 1995. No request for a leave of absence is on file. On April 17, 1995, 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.

* * * * *

(Item 15) Report on the Non-renewal of a Probationary Employee

The Superintendent requested permission to withdraw the item.

There being no objection, the request was granted.

* * * * *

(Item 16) Affirmative Action Report

The affirmative action monthly personnel transaction report for February, March, and April 1995 is attached.

* * * * *

Director O'Neil left at 9:30 PM.

Director De Bruin left at 10:41 PM.

The Board adjourned at 11:04 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 31, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:37 PM.

Present—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd (7:05 PM) and President Bills—9.

Absent—None.

The Board observed a moment of silence for Payton Ashford, Kimberly Carr, Daniel Parks and Larry Saxton, MPS students killed during this month.

AWARDS AND RECOGNITIONS

Excellence in Education Award
Maria Sardina de Thiele
Teacher
Milwaukee Spanish Immersion School

Ms. Thiele is being recognized for her many years of service to the children of Milwaukee, her dedication to teaching, her high standards for learning and discipline, and her love of children. She is retiring at the end of this school year after 45 years as an educator. She taught for 20 years in Spain, was an educational assistant for five years, and a teacher for 20 years in the Milwaukee Public Schools, serving at Riley School, Allen-Field School and at the Milwaukee Spanish Immersion School.

She is affectionately known as Loli by her colleagues, friends, and parents and as Senora Thiele by her students. Ms. Thiele has taught five-year-old kindergarten at the Milwaukee Spanish Immersion School for the last 11 years. It is very characteristic of her to give constant praise to her students for their work in school as well as for their good behavior. She sets high expectations for her students and brings out the best in them, helping to build their self-esteem and confidence.

Students in the Spanish immersion program begin school with little or no knowledge of Spanish, but are taught entirely in Spanish in the early grades. English instruction is first begun in the second grade. Students graduate in fifth grade fluent in the Spanish language. The challenge of teaching kindergarten entirely in Spanish to English-speaking children comes easily to Ms. Thiele. She engages children totally in their learning and brings her classroom to life teaching children through songs, movement, the use of many props and, especially through love. She exhibits a tremendous amount of energy and enthusiasm for her work each and every day and this rubs off on her students, the parents, and other staff at the school.

Over the years, Ms. Thiele has volunteered to share her expertise by helping out with the school's biannual *Festival Hispanico* by teaching students lively and authentic dances and by making many of the costumes. She has continually gone the "extra mile" in serving our students, parents, and the entire school.

Whenever the school has an open house, many of her former students and/or parents can be seen lined up outside her classroom door waiting to say hello. She greets them just like she does her current students every day -- with a big hug and lots of praise!

The Board of School Directors and the entire school community joins in recognizing Maria de Thiele for her outstanding contributions to the school district and for her unwavering dedication to the students of the Milwaukee Public Schools.

COMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the City of Milwaukee transmitting the report of the Ad Hoc School Bus Safety Task Force.

Ordered held at the Board level for consideration at the June 28, 1995 meeting.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

May 31, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim filed against the Milwaukee Public Schools by Mr. James R. Shilobrit, attorney, on behalf of Vera Campbell who allegedly sustained injuries at the Rufus King High School on January 8, 1994.

Claim is made in the sum of $60,000.

2. Notice of Claim for Damages filed against Mary Bills, President of Milwaukee Public School Board; City Clerk of the City of Milwaukee; and, Mrs. Berridge, Assistant Principal of Milwaukee Trade and Technical High School by Mr. Kelin R. Olson, attorney, on behalf of Michael Farrell, a minor, and his parents, Roxanne and Michael Farrell, Sr., for injuries allegedly sustained by Michael Farrell at the Milwaukee Trade and Technical High School on February 8, 1994.

Claim is made in the sum of $12,000.

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.

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

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

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

Noes—None.

Temporarily absent—Director Small—1.

(Item 2)

May 31, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

A resolution was passed at the March 29, 1995, meeting of the Board of School directors regarding expanding the School Safety Task Force. Listed below are the current School Safety Task Force members. The task force has now been expanded to include a teacher, parent, student, and community member in accordance with the March 29, 1995, resolution. Building administrators were represented on the School Safety Task Force when the task force was formed.

School Safety Task Force

Charles I. Grisham	Director	Division of School Safety
Anthony Brzonkala	Captain	Milwaukee Police Department
John Steen	Police Officer	Milwaukee Police Department
Melanie Moore	Assistant Principal	Juneau High School
Geraldine Williams	Teacher	Custer High School
John Gruber	School/Community Services	Milwaukee Public Schools
Cory Joe Durrell	Student	Custer High School
Rosa Cameron	Parent	Parent/Community Advocate
Cheryl Spitzer	Psychological Services	Milwaukee Public Schools
Janis K. Doleschal	Interscholastic Athletics	Milwaukee Public Schools

An assessment of the Division of School Safety's Three-Year Safety Plan will be presented at the June 21, 1995, Meeting of the Board of School Directors

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

COMMUNICATION FROM THE DIRECTOR OF BOARD GOVERNANCE

May 31, 1995

TO THE BOARD OF SCHOOL DIRECTORS;

At its meeting on May 25, 1994, the Board approved an amendment to the Agreement between the Milwaukee Board of School Directors and Quarles and Brady for negotiations services. This amendment extended the contract (originally entered into on August 30, 1989) through May 31, 1995.

The Board is currently in the midst of negotiations with the Milwaukee Teachers' Education Association and the Administrators' and Supervisors' Council. It would be inadvisable to change negotiators at this time, since negotiations would be delayed for several months while requests for

proposals were prepared and sent out, received back and evaluated. It is also possible that a prohibited practice complaint could be filed against the Board, since the Board has already named its negotiator.

Therefore, it is proposed to extend the contract, on the same terms as the previous amendment, but only through December 31, 1995.

It is the intention of the Office of Board Governance and the administration to put the negotiating services contract out to bid upon its expiration on December 31, 1995. It is anticipated that the contracts currently under negotiation will extend for two years, therefore allowing the Board sufficient time to review new proposals for negotiations services.

It is accordingly recommended that the Board extend the current agreement between the Board of School Directors and Quarles and Brady through December 31, 1995, under the same terms and conditions as are currently in effect.

NANCY R. NOESKE
Director

The recommendation died for lack of a motion.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance presented 16 reports of expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Johnson moved to accept the reports of the Independent Hearing Panel of April 26; April 27 at 9:00 AM and 2:00 PM; May 1; May 4 at 9:00 AM and 2:00 PM; May 8 at 9:30 AM and 2:00 PM; May 10; May 11 at 9:00 AM, 11:30 AM and 2:00 PM; May 18; May 23; May 24; and May 25, 1995.

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

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on Items 1 thorugh 4 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:06 PM.

The Board rose from the Committee of the Whole at 9:51 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had given hearing to interested persons with respect to Items 1 through 4 of the Regular Items of Business.

(Item 1) Worksession—School-To-Work

The administration presented a review of the current status of School-To-Work and future plans.

* * * * *

(Item 2) Designation of Records Custodians for District Records

Administration's Analysis

1. Section 19.33 (4) of the Wisconsin Statutes, relating to open records, provides that public bodies, such as MPS:

> "shall designate in writing one or more positions occupied by an office or employe of the authority . . . as a legal custodian to fulfill its duties under this subchapter. In the absence of a designation the authority's highest ranking officer and the chief administrative officer, if any, are the legal custodians for the authority. The legal custodian shall be vested by the authority with full legal power to render decisions and carry out the duties of the authority under this subchapter."

2. The City Attorney has recommended that such designation be done by formal action of the Board.

Recommendation of the Superintendent and the Director, Office of Board Governance

That the Board designate the following officers as records custodians for the indicated records for the Milwaukee Public Schools:

Board President	Performance evaluations of the Superintendent and the Director, Office of Board Governance.
Director, Office of Board Governance	Records of the Board of School Directors, including proceedings of the Board and records of Board and Committee meetings; communications and reports to the Board; records pertaining to program, financial and performance audits; and other records of the Office of Board Governance.
Superintendent or his/her designee(s)	All administrative records of the district, including records pertaining to curriculum, student assignment, personnel, financial records, student records, facilities records, insurance records and purchasing records; and any other records not already identified herein.
School Principal	Records of the individual school.

Director Small moved to adopt the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) Report regarding Hartford Avenue School

At the April 20, 1995, Board meeting, an administrative investigation of Hartford Avenue School was requested. The investigation was to include an assessment of the progress being made by the Hartford Avenue School Task Force and an analysis of the situation at the school.

A committee has been established consisting of administrative staff members from the Departments of School Administrative Support and Accountability, Education Services, Human Resources and Parent/Student Services, as well as a retired principal.

The Superintendent presented the committee report to the Board.

* * * * *

(Item 4) Legislative Update

The Superintendent presented the following legislative update:

The Joint Finance Committee (JFC) is in the process of considering the Governor's proposed executive budget. Some actions have been taken and others are expected to be concluded within a week.

SCHOOL FINANCE

The major issue in this budget is school finance as the 1993 legislature had committed the state to increasing state aid to 2/3 of costs. The Governor had proposed a revised school finance system which increases state aid from about 45% to 58% of school costs and school levy credits from 6% of school costs to 9%. Minimum school aid is eliminated but as a practical matter is replaced by "primary" aid on the first $1,000 of costs. A new secondary cost ceiling is established and will function in the same manner as the existing primary cost ceiling. State equalization aid would continue to be paid quarterly rather than in accordance with cash flow needs of school districts.

The net effect of these changes is to: provide a minimum aid payment of $250 per pupil to all districts, reduce negative secondary aid reductions for high spending districts, and direct a greater amount of funds to property rich districts.

If this system had been in effect in 1993-94, MPS would have received a 31% increase in school aid and credits while the state average increase would have been 52%.

JFC has approved the Governor's school finance proposal, but would reduce the "primary" aid if state aids fall below 2/3 of costs. As a result, even the wealthiest districts would absorb a share of any aid reduction.

REVENUE LIMITS

Revenue limits are made permanent and the allowable per pupil increase is set at $200 for 1995-96, $206 for 1996-97 and $206 plus CPI-U, thereafter. These limits would apply to all districts with per pupil revenues exceeding $5,300 in 1995-96, or $5,600 in subsequent years. Revenue limits continue to be based on CPI even when the rate of increase for the Qualified Economic Offer is higher. Debt service approved by referendum and categorical aids are excluded. 65% of unused revenue authority can be carried over for one year. Unexpended school funds remain unaidable.

FAILING SCHOOLS

MPS is authorized to close low performing schools and the superintendent is authorized to reassign staff to or from the school. Bargaining over closure and staff changes is prohibited.

CHARTER SCHOOLS

Every district would be allowed to establish any number of charter schools. Current law which provides that a charter school be an instrumentality of the district and requires a charter school to use only district employees would be repealed. MPS is authorized to convert a private school to a charter school, but the operator of a charter school would be limited to a nonprofit, nonsectarian organization. MPS may reassign staff when existing schools are converted to a charter school and MPS employees of a charter school may vote to establish a bargaining unit, but bargaining over conversion or staffing is prohibited.

Rejection of a charter school petition by the MPS board may be appealed to the newly created State Board of Education.

CONTRACTING FOR EDUCATIONAL SERVICES

School boards are authorized to contract with any person for services which are not required to be provided by DPI licensed individuals.

WAIVERS

With certain exceptions, the bill authorizes DPI, upon request of a school board, to waive any school board or school district requirement in the laws administered by DPI or in the administrative rules promulgated by DPI. Before requesting a waiver, the school board must hold a public hearing in the school district on the issue. In determining whether to grant a waiver, DPI must consider whether the requirement impedes progress toward achieving a local improvement plan under the federal Goals 2000: Education America Act, and whether the school board has adopted educational goals. A waiver is effective for four years and may be renewed for additional four-year periods.

PRIVATE SCHOOL CHOICE

The current Milwaukee Parental Choice program is extended to sectarian schools and the enrollment limits are increased to 7,000 in 1995-96, and 15,000 thereafter. The current income limit of 175% of poverty would continue. Tuition payments would continue to be based on MPS average aid as students would be counted for equalization aid as though they were enrolled at MPS and the aid generated (in the current year) would follow them to a private school. As a result, MPS will not experience a net aid loss attributable to participation in this program. However, MPS could experience a loss in its total revenues as revenue limits will be based on the reduced enrollment. However, MPS will not know the level of either choice enrollment or allowable revenue during its budget process, and budget adjustment will be made about the time that schools open.

* * * * *

COMMUNICATIONS AND PETITIONS

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

Communication from Director David De Bruin submitting his resignation as a Board member, effective August 30, 1995.

Received and ordered placed on file.

Communication from Mr. Thomas Phillipson regarding the School/Community Counseling Center.

Referred to the Office of Board Governance for future consideration.

RESOLUTIONS

By Directors De Bruin, Fisher, Gardner, O'Neil and Sinicki:

WHEREAS, The Board, at its meeting on May 24, 1995, adopted a provision to authorize the Board President to execute Chapter 220 interdistrict student transfer agreements on the Board's behalf;

WHEREAS, The contract as adopted retains current assignment procedures for suburban students applying for Milwaukee Public Schools; and

WHEREAS, This provision results in many MPS students not receiving their choice of assignment; and

WHEREAS, City of Milwaukee students and parents deserve priority consideration for MPS schools of their choice; now, therefore, be it

RESOLVED, That the Board action of May 24, 1995, be amended to provide that the authorization for the Board President to negotiate contracts with other school districts for interdistrict attendance, in consultation with the Acting Superintendent and the City Attorney, be subject to the following restriction:

> That no City of Milwaukee student will be prevented from attending the school of the student's first, second or third choice as a result of the assignment or selection of any student not already attending MPS from any other district .

Director Johnson moved to suspend Board rule 1.10 (1) in order to permit immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director De Bruin moved to adopt the resolution.

Director Gardner moved to postpone consideration of the motion until the June 14, 1995, meeting.

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

Ayes—8; Noes—0.

By Director O'Neil:

WHEREAS, Harvey Felder has been assistant conductor of the Milwaukee Symphony Orchestra since 1988; and

WHEREAS, Harvey Felder is now leaving the symphony to become resident conductor of the St. Louis Symphony Orchestra and music director of the Tacoma, Washington, Symphony Orchestra; and

WHEREAS, Harvey Felder is a product of the Milwaukee Public Schools, having attended Lancaster Elementary School and John Muir Middle School, and having graduated from Custer High School; and

WHEREAS, Harvey Felder is highly respected by the musicians of the Milwaukee Symphony Orchestra, and the Milwaukee community as a whole; and

WHEREAS, Among his many assignments with the Milwaukee Symphony Orchestra, Harvey Felder has been responsible for the Symphony's youth concerts; and

WHEREAS, Harvey Felder believes that anything having to do with our children is important; and

WHEREAS, Harvey Felder's most lasting mark on Milwaukee will be his opening up of the world of music to children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend its thanks to Harvey Felder for his many contributions to Milwaukee's children and for serving as a role model for them; and be it

FURTHER RESOLVED, That the Board of extend to Harvey Felder its congratulations on his new assignments; and be it

FURTHER RESOLVED, That the Board extend its best wishes to Harvey Felder for continued professional success; and be it

FURTHER RESOLVED, That the Board instruct its clerk to have a signed copy of this resolution presented to Harvey Felder in recognition of his outstanding accomplishments.

The Board suspended Board rule 1.10 (1) and adopted the resolution by unanimous consent.

By Director Sinicki:

WHEREAS, MPS implemented the concept of "Banking Time" to offer MPS staff additional paid planning time without incurring additional salary costs and while facially continuing to comply with state requirements for 180 student days and minimum instruction time; and

WHEREAS, This is accomplished each month by releasing children from school after one-half day of instruction, which is counted as one day of instruction per DPI regulations if school lunch is offered, and supposedly making up this time by adding ten minutes of instruction each day; and

WHEREAS, There has been no systemic analysis of the pilot to determine a) whether schools are truly providing additional instruction time or are instead just adding to homeroom time; b) whether the half-day per month is actually being used for staff development activities; or c) whether the benefits of Banking Time outweigh its burdens; and

WHEREAS, Some schools merely condense 40 minute periods to 20 minutes, resulting in little beneficial instruction time on those days each month, making the designation of these days of instruction a sham; and

WHEREAS, Afternoon kindergarten classes completely miss ten sessions each year as result of banking time; and

WHEREAS, Parents are required, once a month, to make alternative child care arrangements and many children are without supervision for the half-day during which they are sent home early each month; and

WHEREAS, This scheme is an expensive and burdensome means to circumvent state mandates which should either be waived by the state or adhered to by MPS in good faith; now, therefore, be it

RESOLVED, That the practice of Banking Time be discontinued until this matter is reviewed; and be it

FURTHER RESOLVED, That if additional staff development or planning time is desired at the expense of instruction time such that MPS would deviate from state law requirements, a waiver be sought from DPI.

Referred to the Office of Board Governance and the administration for analysis and consideration at a future Board meeting.

By Director DeBruin

WHEREAS, Moral values are transmitted to our students not only by their parents but inevitably, through their interactions with teachers, other adults and other students; and

WHEREAS, Strong character traits and good values are necessary to the safe and effective operation of our schools and are implicit in our democratic government and in the "practice of freedom"; and

WHEREAS, Some parents choose to send their children to non-MPS schools because they want schools that expressly recognize the importance of good character and provide a values-based education and they perceive that MPS does not; and

WHEREAS, All parents need the assistance of the schools in building good character traits in their children and in helping overcome the culture of violence and irresponsibility portrayed by the media; and

WHEREAS, The teaching of values is expressly a part of certain K-12 learning goals (e.g. nondiscriminatory attitude) and is implicit in others; and

WHEREAS, These goals do not adequately establish values and goals for our students; and

WHEREAS, Schools such as the Bel Air Elementary School in Albuquerque, NM, and the Hyde School in New Haven, CT, have successfully implemented curricula to reinforce traits such as trustworthiness, respect, responsibility, fairness, caring and citizenship, and found that such a curriculum yields improved academic success; and

WHEREAS, The Jefferson Center for Character Education and other organizations have developed ways to transmit positive values through the everyday interactions between teachers and students; and

WHEREAS, A coalition has been formed by various localities and groups such as the YMCA and Big Brothers/Big Sisters, known as the "Character Counts Coalition"; now, therefore, be it

RESOLVED, That MPS develop explicit character education goals and implement curricular designed to achieve such goals; and be it

FURTHER RESOLVED, That MPS investigate becoming a member of the Character Counts Coalition.

Referred to the Office of Board Governance and the administration for analysis and consideration at a future Board meeting.

By Director DeBruin:

WHEREAS, MPS is presently operating under court supervision as a result of past racial discrimination; and

WHEREAS, MPS has complied in good faith with the orders of the court and has sought to eradicate the vestiges of past discrimination; and

WHEREAS, Circumstances affecting racial balance have changed dramatically since the findings of discrimination in that, among other things, most MPS students are persons of color, 59% black, 11% Spanish surname, and 4% Asian, while 23% are white; and

WHEREAS, The composition of our schools can more accurately reflect the composition of our community only if MPS delivers a quality education that attracts parents whose circumstances provide them with a choice among schools; and

WHEREAS, The limited resources available for education are best spent on providing services to children rather than transporting them; and

WHEREAS, Transporting children long distances to school hinders community involvement which is critical to academic success; and

WHEREAS, Integration is best pursued through fair housing policies; now, therefore, be it

RESOLVED, That MPS seek from the federal court a lifting of the current court supervision of MPS that resulted from the intradistrict desegregation suit by seeking a declaration of unitary status or taking other appropriate action.

Referred to the Office of Board Governance and the administration for analysis and consideration at a future Board meeting.

By Director Gardner:

WHEREAS, Milwaukee Public Schools provides transportation services to students within the City of Milwaukee, and between the City of Milwaukee and many other communities; and

WHEREAS, Many parents of MPS students, and City of Milwaukee children who attend schools outside MPS use child care services for their children before and after school; and

WHEREAS, Milwaukee Public Schools is committed to responding adaptively and responsively to the needs of parents and guardians who are at work or school when their children go to school, or return from school; and

WHEREAS, Milwaukee Public Schools must provide for the safety and security of all children to whom MPS provides transportation services; now, therefore, be it

RESOLVED, That the Board ask the administration to convene one focus group of interested parents, students, child care providers, transportation operators, drivers, and transportation managers to consider possible changes in transportation policy or procedures that can accommodate the needs of students enrolled in child care before or after school; and to bring a report of possible changes back to the Board no later than June 30, 1995.

Referred to the Office of Board Governance and the administration for analysis and consideration at a future Board meeting.

Director Gardner moved to approve the renewal of a contract for negotiating services considered earlier in the meeting.

The motion failed for lack of a second.

Director Sinicki left at 8:33 PM.

The Board adjourned at 11:03 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 14, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors De Bruin, Fisher, Gardner (6:31 PM), Johnson, O'Neil (7:22 PM), Sinicki, Small, and President Bills—8.

Absent and excused—Director Todd—1.

APPROVAL OF MINUTES

The minutes of the special and regular meetings of May 17, 1995, were approved as printed.

COMUNICATIONS FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item 1) Determination of the Terms of Employment and Compensation for an Individual Who May Serve as Superintendent

June 14, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on April 26, 1995, the Board took action to offer an employment agreement to Mr. Robert Jasna for the term beginning July 1, 1995, through June 30, 1996.

The Board further authorized the President and Vice-President to determine the compensation package and bring the item back to the Board for final approval.

This item has been placed on this evening's agenda at the request of President Bills, since she and Vice-President Johnson are ready to report to the Board regarding the terms of employment and compensation for Mr. Jasna.

This item has been noticed for executive session, should the Board so desire.

NANCY R. NOESKE
Director
Office of Board Governance

(Item 2) Consideration of and Possible Action on the Employment, Under a Limited Contract, of an Individual to Conduct the Board's Contract Negotiations with the Milwaukee Teachers' Education Association (Teachers) and the Administrators' and Supervisors' Council and the Terms of that Contract.

June 14, 1995

TO THE BOARD OF SCHOOL DIRECTORS;

Since 1989, the Board has employed an individual to conduct its contract negotiations with the Milwaukee Teachers' Education Association and the Administrators' and Supervisors' Council. This contract expired on May 31, 1995.

Since the Board is currently in the midst of negotiations with the Milwaukee Teachers' Education Association and the Administrators' and Supervisors' Council, it may wish to consider the employment of an individual, under a limited contract, to conclude these negotiations. It is anticipated that negotiations can be concluded no later than December 31, 1995.

It is the intention of the Office of Board Governance and the administration to put the negotiating services contract out to bid upon conclusion of the current round of negotiations. The ASC and MTEA contracts currently under negotiation are expected to extend for two years, therefore allowing the Board sufficient time to review new proposals for negotiations services.

NANCY R. NOESKE
Director
Office of Board Governance

Director Sinicki moved that the Board retire to executive session under the provisions of Sec. 19.85 (1)(c) Wis. Stats for the purpose of considering the employment of a specific individual as superintendent, and an employment agreement for that individual, including the term and structure of compensation, and for the purpose of considering the employment, under a limited contract, of an individual to conduct the Board's contract negotiations with the Milwaukee Teachers' Education Association (Teachers) and the Administrators' and Supervisors' Council and the terms of that contract.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner. Johnson, Sinicki, Small and President Bills—7.

Noes—None.

The Board retired to executive session at 6:32 PM.

The Board reconvened in open session at 8:14 PM.

With respect to the first communication, Director Small moved that the Board authorize the President and the Vice President to finalize the terms of employment and compensation to have Robert Jasna serve as Superintendent for a two year term, with a final proposed agreement to come back to the Board at its meeting on June 28, 1995.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, and President Bills—8.

Noes—None.

With respect to the second communication, Director Johnson moved that the Board enter into a contract with Quarles and Brady/Michael Spector for negotiation services through December 31, 1995, under the same terms, conditions and addendum that were included in the contract that expired on May 31, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 7 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, and President Bills—8.

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:17 PM.

The Board rose from the Committee of the Whole at 9:32 PM.

Director Johnson, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 7 of the Regular Items of Business.

The Board recessed from 9:33 PM to 9:41 PM.

REGULAR ITEMS OF BUSINESS

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

Superintendent's Recommendations

1. That the Board approve the following contracts:.

Phase III ADA Compliance Work
Division 1—Sholes Middle School

Lupinski, Inc., low bidder, base bid of $134,877 minus $8,950 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails for a total contract of..... $125,927.

Division 2—McNair School
Giorgi Construction, Inc., second low bidder, base bid of $176,000 minus $8,210 for mandatory alternate bid 1 to eliminate removal and replacement of stair handrails; minus $8,800 for mandatory alternate bid 3 to eliminate fire alarm system modifications; plus $9,515 for mandatory alternate bid 4 to include fire alarm replacement system, for a total contract of ..... $168,505.

Division 3—Silver Spring School
Lupinski, Inc., base bid of $38,373 minus $10,500 for mandatory alternate bid 1 to eliminate fire alarm system modifications; plus $35,870 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of ..... $63,743.

Division 4—Hayes Multilingual/Multicultural School
B & D Contractors, Inc., third low bidder, base bid of $1,013,500, minus $10,500 for mandatory alternate bid 1 to eliminate removal and replacement of stair handrails; plus $7,700 for mandatory alternate bid 2 to provide self-leveling floor underlayment and new VCT for a total contract of ..... $1,013,255.

2. That the Board authorize the following purchases:

Number	School	Vendor	Item	Conditions	Amount
BB-5164	Math Dept.	Bhards Publishing Company	1450 Graphing Calculators, TI-82 model		$113,535
JL-666	Lincoln,Scott and Riverside	Audio-Video Supply, Inc.	Security system components		$62,941
SS-158	Congress	Jostens Learning Corporation	30 station Jostens lab on Dell hardware	Three-year lease/ purchase	$60,040
SS-159	Garland	Entre Computer	Writing to Read lab, 30 stations		$104,672
SS-160	Hampton	Graham Microage	48 Macintosh 5200LC 8 printers, 2 proj. panels, 5 CD-ROM drives	Funding from 95-96 Title I budget	$99,244
SS-161	Grantosa	Computer Curriculum Corporation	30 station Computer Curriculum Corp. lab/Macintosh hardware	Funding from 95-96 Title I budget	$144,525
SS-162	Neeskara	Computer Curriculum Corporation	15 station Computer Curriculum Corp. lab/Macintosh hardware	Three-year lease/ purchase	$94,150 total $13,235 per year; $54,447 to CCC
SS-163	Carleton	Computer Curriculum Corporation	30 station Computer Curriculum Corp. lab/Macintosh hardware	Three-year lease/ purchase 1995-96 and future Title I budgets	$195,708 total; $65,236 per year
SS-164	Zablocki	Graham Microage	Phase I-File server; 19 workstations, etc. Phase II-24 work stations, etc.	Phase I - 1995-96 Title I; Phase II- 1996-97 Title I	Phase I= $76,991; Phase II= $79,463

SS-165	Webster	Graham Microage PROPOSAL #1	Writing & Publishing Center- 31 stations		$71,270
		PROPOSAL #2 (MPS STOCK)	Cable Television Network	Ordered through MPS stock	$19,292
		U.S. Telecom PROPOSAL #3	Attendance Notification Calling System	Funding 1995-96 Title I budget	$9,030
SS-166	Maryland	Computer Curriculum Corporation	15 station Computer Curriculum Corp. lab/Macintosh hardware	Three-year lease/ purchase	$111,711 ($37,237 per year)
SS-167	Hawthorne	Computer Curriculum Corporation	15 station Computer Curriculum Corp. lab/Macintosh hardware	Three-year lease/ purchase	$113,704 ($37,901 per year)
SS-168	Edison	To be determined	32 Macintosh 5200 LC workstations	Three year lease/ purchase	$75,000 ($25,000 per year)
SS-169	Trowbridge		30 Dell OptiPlex 560/L Pentium workstations		$84,106
SS-170	38th St. School	Computer Curriculum Corporation	32 station Computer Curriculum Corp. lab/Macintosh hardware	Three-year lease/ purchase	$177,587 ($63,475 per year)
SS-173	Madison High	Graham Microage	15 Macintosh 5200 LC workstations		$39,553
		Golden & Associates	15 Dell 575XL Pentium workstations		$54,995
SS-174	Custer	Graham Microage	30 Macintosh 5200LC workstations; software		$59,292; software budgeted at $20,000
SS-176	Townsend	Computer Curriculum Corporation	15 station Macintosh CAI lab		$88,017
SS-177	Thoreau	Computer Curriculum Corporation	8 station Macintosh CAI lab		$61,966
SS-178	Alternative and Private Schools	Computer Curriculum Corporation and Jostens Labs	196 workstations CCC CAI lab or Jostens lab on Macintosh or Dell hardware	Three-year lease purchase	$1,995,714 ($665,238 per year)
SS-183	Hi-Mount	Entre Computer	112 IBM PC 350 workstations networks via Novell	Three year lease/purchase agreement	$82,623
SS-181	High and Middle Schools Printing Project	Sehi-Procomp Computer Projects (State Contract)	41 HP LaserJet 4Si printers with 2MB memory upgrade		$118,941
		Sehi-Procomp Computer Projects (State Contract)	41 Emulex interfact controllers for mainframe access		$12,300
SS-182	District Communications software	Memorex/Telex	Novell Groupwise Communications Software (3000 users)		$101,000
		Memorex/Telex	Novell Groupwise Remote Installation		$35,000

3. That the Board accept the following Report of Revenues and Expenses, as of May 31, 1995:

A. Statement of Revenues:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$622,200,804	$0	$622,200,804	$461,577,721	$160,623,083	74.2%
Categorically Aided	64,712,786	10,903,460	75,616,246	55,097,145	20,519,101	72.9%
School Nutrition	24,607,868	0	24,607,868	20,182,942	4,424,926	82.0%
Construction	7,900,000	0	7,900,000	7,769,297	130,703	98.3%
Extension	6,445,937	0	6,445,937	5,765,639	680,298	89.4%

B. Statement of Expenses:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$622,200,804	$13,341,186	$635,541,990	$559,450,600	$76,091,390	88.0%
Categorically Aided	64,712,786	11,507,875	76,220,661	61,212,568	15,008,093	80.3%
School Nutrition	24,607,868	166,702	24,774,570	21,479,727	3,294,843	86.7%
Construction	7,900,000	18,361,654	26,261,654	20,624,747	5,636,907	78.5%
Extension	6,445,937	38,145	6,484,082	4,824,522	1,659,560	74.4%

(1) Represents Board approved transfers during fiscal year 1995 and appropriations for purchases encumbered in fiscal year 1994.

(2) Encumbrances and expenditures included through May 31, 1995, and payrolls through May 19, 1995.

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

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
H. S. Basketball Program	Milwaukee Bucks	$ 24,370	15 pairs rectangular glass backboards
All Middle and Elementary	NASCO	18,750	25,000 Tangram Sets
Allen-Field	P.T.O	249	1 Overhead Projector 3 Carts
Browning	Ivy Brown-Schmidt	500	College Scholarship Fund
Browning	Thomas C. Brown	125	College Scholarship Fund
Burbank	P.T.O.	75	Student Registration Peer Mediation Conference
Burbank	P.T.O.	1,000	Memorial Fund (To Be Determined)
Burbank	P.T.O.	3,430	Field Trips
Burbank	P.T.O.	1,020	Educational Supplies and Materials
Burbank	P.T.O.	840	Special Events
Burbank	P.T.O.	1,015	Classroom Supplies and Equipment

Burbank	P.T.O.	350	School Programs/Guest Speakers

Burbank	P.T.O.	1,075	Student Awards
Burbank	P.T.O.	1,100	Classroom 1995 Allotments
Burbank	P.T.O.	60	Young Authors Conference
Burbank	P.T.O.	200	T-Shirts; Peer Mediators
Burdick	Audies	29	Wig for the Wiz Production
Burdick	Fund Raising	7,124	Video Projector
Burroughs	P.T.O.	4,000	Supplement Purchase of Carpeting, Blinds, Electrical Outlets in Library
Burroughs Middle	PTO	1 ,085	Laminating Machine
Custer High	MGIC	1,400	4 Model 70 PC's 4 Monitors
Doerfler	PTO	597	Clip Art Software 2 @ 199 Write Campanion Software 199
Fernwood	PTA	50	Chess Games
Goodrich	Mrs. David Stoner	1,000	Apple II G.S. - 1.25 RAM Color Monitor B&W Monitor Imagewriter II Software
Grant	Fund Raiser	3,151	Towards 2 Eduquest Computers
Grant	Fund Raiser	102	Towards 2 Eduquest Computers
Green Bay Avenue	Milwaukee Chapter of Links, Inc.	640	School Banner/Uniforms
Green Bay Avenue	Narendra Patel	800	Audio-Visual Equipment
Hawthorne	Cardinal Stritch College	50	Incentives
Honey Creek	MGIC	2,500	10 IBM PS/2 Computers
Irving	Advantage Learning Systems, Inc.	900	Computer Software - Accelerated Reader
Irving	Irving PTC	1,000	Student Field Trips
King, Jr.	WICOR Foundtion	3,000	5th Grade Atlanta Trip
King, Jr.	Herb Kohl Charities	300	5th Grade Atlanta Trip
King, Jr.	North Milw. State Bank	200	5th Grade Atlanta Trip
King, Jr.	New Hope Project, Inc.	100	5th Grade Atlanta Trip
King, Jr.	Mary Mussoline	50	5th Grade Atlanta Trip
King, Jr.	Dorothy Gore	50	5th Grade Atlanta Trip
King, Jr.	Myron Fry	50	5th Grade Atlanta Trip
King, Jr.	Kathleen Neuman	50	5th Grade Atlanta Trip
King, Jr.	UWEX	50	5th Grade Atlanta Trip
King, Jr.	UWM	25	5th Grade Atlanta Trip
King, Jr.	Patillo & Associates	20	5th Grade Atlanta Trip
King, Jr.	Hermetta Williams	25	5th Grade Atlanta Trip
King, Jr.	Ethel Hood	25	Uniform Account
King, Jr.	Clinton Rose Senior Citizen Center	60	Uniform Account
King, Jr.	Emma Mathis	50	School Choir
Kosciuszko Middle	Allen-Bradley Rockwell Corp.	11,500	Pilot Light Demonstrator and Test Station Panel
LaFollette	Ann White	5,190	1,730 yards. cotton fabric @ 3 yd.
LaFollette	Ann White	750	375 Yards Cotton Prints

Longfellow	Excelsior Lodge # 175	150	School Dance Group
MacDowell	Reading Is Fundamental, Inc.	1,200	Ameritech RIF Grant
Malcolm X	Great Books Foundation	3,000	Enhancement Grant
Malcolm X	Kiwanis Club	100	Attendance Recognition Program
Marshall High	Parents Who Care	100	Toward Computer Work Station
Marshall High	Barrett Moving	120	Ex. Ed. Camping
Marshall High	Booster Club	200	Toward Computer Purchase
Marshall High	Quota Club of Milw.	125	DHH Expenses - Student Field Trips
Maryland Avenue	Anthony Bottino	100	Printer, Software, Ribbons
Meir	PTO	600	Apple II GS Printer Apple Monitor/Keyboard
Meir	PTO	700	Apple IIe with Keyboard/Monitor Apple II Disk Drive
MHSA	Wayne A. King	700	Apple II GS Computer Color Monitor, two drives 26-Video Tape Set
MHSA	David Reber	500	Sperry 368 Computer Mitsubishi Monitor/Keyboard
MHSA	A.O. Smith	1,100	General School Purposes
MHSA	Carmelo DeAngelis	1,000	Scholarship
MHSA	Wayne Scriba	500	Electric Organ w/bench
MHSA	Marquette Electronics	10,000	Choreographers
Milwaukee French Immersion	Melvin Jones Family	800	Apple II GS Computer Apple Image Writer II Color Printer
Milwaukee Spanish Immersion	S.C. Johnson and Son, Inc.	1,500	3 computers 4 monitors 7 printers
Milwaukee Spanish Immersion	McShell Luckett	100	School Use
Milwaukee Trade and Technical High	Robert Jaeger	100	Video Camera
Milwaukee Trade and Technical High Ex. Ed. Department	Allen-Bradley	1,500	Compaq Desk Pro 386/20E Compaq Keyboard/Mouse IBM Monitor Star NP-10 Printer
Milwaukee Trade and Technical High	Russell Birkholz	75	25" TV VHS Recorder
Milwaukee Trade and Technical High	Allen-Bradley	300	IBM Printer Pro Calcomp Thermal Plotter/Printer Epson Printer FX1050
Milwaukee Trade and Technical High	Mary Bold	200	Cassette/Tape Player
Morse	Bernard Soref	125	Kids On Ice Program - Pettit Center
Morse	Paul Jutrzonka	1,700	Macintosh LC Computer and Accessories
Neeskara	Kerns Carpets, Inc.	2,340	
Neeskara	Family of Russel Smith	500	Towards a *Neeskara* school sign
River Trail	PTO	3,043	1,699 Power Macintosh 5200 1,344 LawserWriter Select
SarahScott	Greater Mil. Ed. Trust	1,000	Program and Classroom Activities

Sholes	PTSO	250	Birthday Club
Sholes	PTSO	1,000	8th Grade Completion Fund
Sholes	TIME Ins. Foundation	15,000	"Best Friends" Program
Silver Spring	Rexford Paper Company	2,000	School-to-Work
Silver Spring	PTA	500	Books (RIF)
Sixty-fifth St.	Whyte Hirschboeck Dudek, S.C.	50	Two dictaphones (used) for Office Use
Sixty-fifth St.	Dirty Birds Club	500	Special Olympics
Thurston Woods	Kathy Lucas	97	Cash Gift For Use by Children
Tippecanoe	Arts & Entertainment	110	Three Books - Contest Award
Tippecanoe	Arts & Entertainment	15	Book - Contest Award
Tippecanoe	Arts & Entertainment	110	Video Packs - Contest Gifts
Tippecanoe	Arts & Entertainment	199	Video Packs - Contest Gifts
Trowbridge	Gary Mehlberg	575	100 Wash Machine (Used) 100 Dryer (Used) 150 Refrigerator (Used) 50 Microwave (Used) 100 Two chairs @50 each 25 Grille 50 Vacuum
Urban Waldorf	Firstar Bank	500	Microwave Oven
Vieau	Wis. Law Enforcement	500	Drug Prevention Education Program
Vincent High	Pamella's Place	1,024	235 Singer Sewing Machine 789 Memory Craft Sewing Machine
Vincent High	Robert Ritter	900	1979 Chevrolet Caprice
Washington High	Gilbert Feldman	1,500	Photographic Equipment
Washington High	Dawn Schaetner	900	Scholarships
Washington High	A.O. Smith Corp.	900	Alumni Scholarships
Webster Middle	Regal, Inc.	600	Four Typewriters
Whitman	Pamela Lockett	65	Classroom Science Supplies
Whitman	Christianne Murn	25	Classroom Supplies
Wright Middle	Wisconsin Electric	3,000	Computer Lab
Wright Middle	PTA	410	Lights for Stage
Wright Middle	Anonymous	10,000	Homework Hotline
Wright Middle	Carol Sterne	200	Sofa - Ex. Ed. Class

Director Small moved to approve the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O’Neil, Small and President Bills—6.

Noes—None.

* * * * *

(Item 2) Action on a Request for Approval of a Contingent Fund Transfer for Transportation Expenses

Administration’s Analysis

1. The FY95 budget for Transportation Operations is $46,868,000. Expenditures for FY95 are projected at $47,731,000 for a negative variance of $863,000 or 1.8% over budget.

2. Students are eligible to receive transportation services under the Policies of the Milwaukee Board of School Directors. Only students eligible under these policies receive transportation services. For FY95, the number of students receiving transportation services daily is 69,118. That figure compares to 66,281 for FY94, or an increase of 2,837 students or 4.2%.

3. In preparing the FY95 budget, one assumption was that the number of students transported would grow by 1% or 660 students. This has been the trend since FY92. The unexpected increase in transported students has occurred primarily at the elementary and high school levels. The increase in students transported required Pupil Transportation Services to contract for an additional $424,516 in services since the start of school.

4. For FY95, approximately two-thirds of the buses under contract, or 1,000 vehicles, were awarded through a competitive bid process. Bus rates increased by roughly 5%, as opposed to the 3.5% budgeted for. Mandated increases in driver pay rates and insurance requirements were mainly responsible for the increase. That difference equates to roughly an additional $450,000 in costs. Bids were opened, and contracts awarded after the FY95 budget was passed. Therefore, there was no opportunity to request a budget adjustment.

5. For FY91, transportation expenditures were $45,084,382. For FY95, expenditures are projected at $47,731,000. Transportation costs have increased at a rate of 1.5% per year. The Consumer Price Index (CPI) has exceeded this rate in each year since 1991.

6. The budget for transportation operations is developed based on an analysis of trends and various assumptions. There is no built-in contingency fund within the transportation operations budget. Staff in Pupil Transportation Services are diligent and tenacious in ensuring that transportation operations are the most responsive and cost effective possible.

Strategic Plan Compatibility Statement

7. The recommendation is consistent with the Board Goal of Fiscal Responsibility to manage the transportation operations in the most efficient manner possible.

Statute, Board Policy or Rule Statement

8. Transportation services is provided under Board Policy EEA. Contingent fund transfers are found in Board Policy DBK.

Fiscal Impact Statement

9. An amount of $863,000 will be transferred from the Contingent Fund, leaving the Contingent Fund fully expended.

Implementation and Assessment Plan

10. Transportation operations will not incur a deficit for FY95.

Superintendent's Recommendation

That the Board approve a Contingent Fund transfer, in the amount of $863,000, to transportation operations.

Director Johnson moved to approve the Superintendent's recommendation.

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

Ayes—6; Noes—0.

* * * * *

(Item 3) Action on a Request for Approval of Fund Transfers for Centralized Purchases

Administration's Analysis

1. The Department of Finance has reviewed school, departmental, and centralized account budgets, and has identified available balances in departmental and central service accounts. Due to the nature of the revenue caps, the district needs to make full utilization of its budget authority in order to maximize current and future revenues. The Department of Finance has identified available FY95 balances in department and central budgets. These identified balances will be invested in a manner that promotes the Board goals of student achievement, equity, and fiscal responsibility.

2. The Administration has identified the following areas for investing available balances:

Technology

a. $2,431,000 in centralized computer purchases for schools, approved by the Board on April 11, 1995.

b. $1,369,000 in additional centralized technology purchases (computers, communications equipment, and related software) for schools.

Facilities & Maintenance

c. $305,000 for roof repairs, contract painting, and equipment servicing and replacement.

School Nutrition

d. $150,000 for equipment replacement.

Total = $4,255,000.

3. Centralized purchases of equipment and services for technology, nutrition services and facilities and maintenance totalling 4,255,000 to be funded by available FY95 balances in:

a. Departments for 1,785,000;

b. Centrally administered accounts for benefits in the amount of $781,000; and,

c. Centrally administered accounts for insurance in the amount of $1,689,000.

Total = $4,255,000.

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 transfer of $4,255,000 in available FY95 balances from department budgets and central accounts will permit the district to utilize its budget authority to maximize state equalization aids, thereby preventing the revenue caps from lowering in FY96 and preserving current funding levels.

Implementation and Assessment Plan

7. Approval of the fund transfers will allow surplus district resources to be used for the betterment of the schools. Upon approval, the funds will be transferred from departments and centrally administered accounts to the appropriate accounts in the Strategic Plan for Technology and the Department of School and Community Services.

Superintendent's Recommendation

That the Board approve the above fund transfers in the amount of $4,255,000.

Director Johnson moved to approve the Superintendent's recommendation.

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

Ayes—6; Noes—0.

* * * * *

(Item 4) 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.

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, 1995, through June 30, 1996; 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 1995-1996 amount to $340,172,000 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 50.6% of the anticipated revenues for the School Operations Fund for fiscal year 1995-1996; and

WHEREAS, The Milwaukee Public Schools is anticipating the receipt of general aid revenues from the State of Wisconsin in September 1995; December 1995; March 1996 and June 1996, and specifically in the amount of $119,060,000 in June 1996; 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 1995-1996; 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 Seventy-four Million Dollars ($74,000,000) for the purpose of financing the operating budget of the Milwaukee Public Schools on an interim basis pending receipt of state general aid revenue payments during fiscal year 1995-1996; 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 1996 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 1995-1996 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 Johnson moved to adopt the resolution.

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

Ayes—6; Noes—0.

* * * * *

(Item 5) Recommendation regarding a Resolution by President Bills and Director Johnson to Require Contractors to Provide a Breakdown of the Labor Force by Gender, Race and Age

Note: At its meeting on March 29, 1995, the Board referred this item back to the Finance and Facilities Committee for further discussion. The Board action of April 24, 1995, placed items pending before the former Finance and Facilities Committee before the Board as regular items of business.

Background

At its meeting on October 26, 1994, the Board referred the following resolution, which was introduced by President Bills and Director Johnson, to the Finance and Facilities Committee:

WHEREAS, The Milwaukee Public Schools does $15.6 million in contract work annually; and

WHEREAS, The city's tax base is adversely affected by unemployment of city residents; and

WHEREAS, The City of Milwaukee requires public works contractors to provide personnel records of employees to determine how many are residents of a special impact Community Development Block Grant target area are employed on city projects; and

WHEREAS, Hiring Milwaukee residents and Milwaukee Public School graduates is an investment in Milwaukee and its future; and

WHEREAS, School To Work is a major initiative of the Milwaukee Public Schools; and

WHEREAS, Young people need to see the pay off between working hard in school and gainful employment; and

WHEREAS, All VTAE schools utilize follow-up surveys in order to fine-tune curricula and place students upon graduation; and

WHEREAS, Exit data, as well as baseline personnel records of contractors and service providers who do business with MPS can help us determine the success of School To Work by reporting the employment record of students graduating from high school, as well as Milwaukee graduates who go on to higher education, and students from the CDBG target area; and

WHEREAS, MPS relies on accurate data for planning purposes; now, therefore, be it

RESOLVED, That all contractors who submit bids and all companies and individuals doing $25,000 or more annual business with the Milwaukee Public Schools include in the contract request a breakdown of their total labor force by municipality, (City of Milwaukee, outside Milwaukee), CDBG target area, gender, race and age grouping (under age 25 or over age 25); and be it

FURTHER RESOLVED, That the administration provide the board with a semi-annual profile of it's contractors and service providers by these reported categories; and be it

FURTHER RESOLVED, That the administration provide the board with an annual report on the number of MPS graduates under the age of 25 hired and currently employed, and the number of MPS students hired in a part-time and summer employment by it's contractors and service providers.

At the November 29, 1994 Board meeting, the resolution was referred back to the Committee on Finance and Facilities for a full administrative analysis.

Since the resolution is patterned after the City of Milwaukee's Residents Preference Provision, Chapter 309 of the Milwaukee Code of Ordinances, staff has concentrated a great deal of its investigation on clearly understanding the scope and intent of the City program. Meetings were conducted with the City Attorney's Office, the Equal Employment Opportunity Program (EEOP) and Department of Public Works, which essentially administers the program for the City.

Administration's Analysis

A synopsis of the City program is as follows:

The City's residency requirements refer to a target area of Milwaukee designated as a special impact area by the Federal Economic Development Administration.

It is specific to Department of Public Works (DPW) construction contracts only.

The program began with a 14% requirement and is now up to 21%.

Six people in DPW monitor various components of the program on a part-time basis. No field monitoring is conducted at this time.

DPW reporting is monitored by the EEOP office and a federal agency.

Various notarized reports are required. (attachments)

Sanctions are in place and have been frequently exercised.

Positive Results of City Preference Provision

Of the City's current preference programs (DBE, Apprenticeship and Residence), this provision has had the best results. Since 1991, statistical evidence clearly documents the employment of and increase in the number of work hours of people within the target area.

Negative Aspects of the Preference Provision

Mr. Dave Lewis, DPW Contract Compliance Officer, identified several problems his staff has encountered in administering the program:

Time consuming monitoring of forms.

No field monitoring. (adds teeth to any program of this sort)

There is always an opportunity for misrepresentation of residency, by either the City contractor or the employee.

The only verification of residency is through a postal service address check.

Carrying out a sanction is lengthy and time consuming to afford the contractor due process.

Residents preference is for three years. Staff must track and disqualify persons who have been in the program over that time period.

Impact on Milwaukee Public Schools

The primary differences in the resolution proposal and the City program are:

MPS would also track utilization of graduates under the age of 25 hired and currently employed by a contractor.

The proposed resolution does not have participation requirements. Past history has proven that unless requirements are in place, information is not given by contractors and a program does not accomplish its goals.

The resolution identifies all contractors/individuals conducting in excess of 25,000 business annually with MPS. This includes professional services and other purchased goods/services.

Age information would be gathered.

As with the City, construction related services would be the best area to "test" residence information gathering.

Fiscal Impact if Implemented

The City of Milwaukee currently has a minimum of 9 people partially committed to information gathering and reporting residence data. For MPS to effectively administer a program of this sort would require additional staffing and resources. Based on a preliminary analysis, MPS would need to create six full-time positions to perform these functions. The estimated salary and benefit costs for MPS positions comparable to those working for the city would total about $282,151. This amount does not include funds for supplies, system development and tracking or other miscellaneous costs.

No determination has been made regarding the department primarily responsible for a residence preference program. Staff has developed this report under the assumption the HUB office would incorporate this function into its operation. The HUB office is currently staffed by one administrator, whose duties in relation to HUB monitoring and reporting alone, require additional personnel.

Positive Aspects of MPS Residence Tracking

Tracking would provide statistical evidence and benefit of School to Work initiative.

It would increase the level of monies expended by MPS that remain in Milwaukee.

Negative Aspects to MPS Residence Tracking

Increased administrative and staffing costs.

Inability to enforce reporting by contractors, if preference does not have requirement percentages.

Original Committee recommendation (March, 1995)
Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Board adopt the resolution, with the words "CDBG target area" in the first Resolved changed to zip code.

Director De Bruin moved that the Board adopt the resolution, with the words "CDBG target area" in the first Resolved changed to zip code.

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

Ayes—6; Noes—0.

* * * * *

(Item 6) Action on the Administration's Response to the Report of the Hartford Avenue School Task Force

Administration's Analysis
1. At its meeting on February 15, 1995, the Board received the proposal for restructuring Hartford Avenue School and approved a motion to establish the Hartford Avenue Task Force to:

- write the Hartford Avenue School by-laws detailing a new school governance structure, with meaningful involvement by parents, certified and non-certified staff, community representatives, and union representatives;
- develop an agreement with the School Board detailing the accountability of the governing structure and the performance of Hartford Avenue School to the School Board;
- design an enhanced educational program to begin in August 1995 for Hartford Avenue School that educates all children, and will close the performance gap between achieving and non-achieving students.

2. The Report of the Hartford Avenue School Task Force was submitted to the administration on May 24, 1995, for review. The report consists of three sections:

Foundation for Accountability at Hartford Avenue School
Curriculum Plan/Educational Plan
Proposed Governance Structure for Hartford Avenue School

Section 1: The Foundation for Accountability at Hartford Avenue School

This section provides the basic principles of accountability as well as introductions for accountability plans for each group in the educational process (e.g., administrators, teachers, parents, students, and

community members). The section addresses the MPS accountability measures, Board goals, and the K-12 Teaching and Learning Goals.

Section 2: Curriculum Plan/Educational Plan

This section is being designed in conjunction with the Title I planning at Hartford Avenue. It stresses the use of an Individual Student Plan (ISP) which will be phased in over two years, emphasizes increasing reading and social skills of students, and includes school activities, tutoring plans, parent participation and staff development. The plan calls for expansion of partnerships with UWM, Marquette University, Cardinal Stritch, and involvement with Columbia Hospital and various social services agencies.

Section 3: Proposed Governance Structure for Hartford Avenue School

This section lists reasonable areas of responsibilities for a school governance structure that are similar to the Hi Mount model. It addresses responsibilities of the governance team, composition, terms of office, removal of members, quorum, voting procedures, officers. The composition is consistent with the District's Parent Empowerment Policy (Item 10) and includes reference to developing a plan to have meaningful student leadership in the school governance process.

Strategic Plan Compatibility Statement

3. The Task Force recommendations are consistent with the MPS strategic plan as described in the document, *Education for the 21st Century*, particularly in reference to the development of a system of schools. The Parent Empowerment Policy, in which parents are encouraged to participate in making decisions that impact the educational program in schools, is also supported.

Statute, Board Policy or Rule Statement

4. This action adheres to the state statutes and to the policies of the Board of School Directors.

Fiscal Impact Statement

5. There will be additional costs for staff development and for curriculum development. Funds to support the additional costs will come from reallocation of existing school funds, as well as from other funds that might become available.

Superintendent's Recommendation

That the Board accept the report in concept and endorse further development of the plan for implementation.

Director Small moved to approve the Superintendent's recommendation.

Director Gardner moved to amend the recommendation to add the Board's heartfelt thanks to the parents and teachers, administrators and labor unions who participated in the task force and our hope that Hartford becomes a model for many other schools within Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Small and President Bills—5.

Noes—None.

Abstaining from voting—Director De Bruin—1.

The question being on adoption of the recommendation as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—5; Noes—0; Abstaining from voting—1.

* * * * *

(Item 7) Motion to Adopt a Resolution by Directors De Bruin, Fisher, Gardner, O'Neil and Sinicki regarding Strengthening School Choice within MPS related to the Interdistrict Pupil Transfer Agreements with Suburban Districts

1. At its meeting on May 31, 1995, the following resolution was introduced by Directors De Bruin, Fisher, Gardner, O'Neil and Sinicki:

WHEREAS, The Board, at its meeting on May 24, 1995, adopted a provision to authorize the Board President to execute Chapter 220 interdistrict student transfer agreements on the Board's behalf;

WHEREAS, The contract as adopted retains current assignment procedures for suburban students applying for Milwaukee Public Schools; and

WHEREAS, This provision results in many MPS students not receiving their choice of assignment; and

WHEREAS, City of Milwaukee students and parents deserve priority consideration for MPS schools of their choice; now, therefore, be it

RESOLVED, That the Board action of May 24, 1995, be amended to provide that the authorization for the Board President to negotiate contracts with other school districts for interdistrict attendance, in consultation with the Acting Superintendent and the City Attorney, be subject to the following restriction:

That no City of Milwaukee student will be prevented from attending the school of the student's first, second or third choice as a result of the assignment or selection of any student not already attending MPS from any other district .

2. The Board suspended its rules to consider the resolution. After discussion, the Board postponed consideration of the resolution to the June 14, 1995 meeting, so that the City Attorney could be present. At the time the motion to postpone was approved, the following motion was pending:

Pending Motion
That the resolution be adopted.

The question being on adoption of the resolution, Director De Bruin moved to substitute the following resolution for the orginal one:

WHEREAS, The Board, at its meeting on May 24, 1995, adopted a provision to authorize the Board President to execute Chapter 220 interdistrict student transfer agreements on the Board's behalf;

WHEREAS, The contract as adopted retains current assignment procedures for suburban students applying for Milwaukee Public Schools; and

WHEREAS, This provision results in many MPS students not receiving their choice of assignment; and

WHEREAS, City of Milwaukee students and parents deserve priority consideration for MPS schools of their choice; now, therefore, be it

RESOLVED, That the Board action of May 24, 1995, be amended to provide that the authorization for the Superintendent under Section 7.c of the approved draft contract to negotiate contracts with other school districts for interdistrict student attendance be subject to the following restriction:

That no City of Milwaukee student will be prevented from attending the school of the student's first, second or third choice as a result of the assignment or selection of any student not already attending MPS from any other district .

The question being whether to substitute Director De Bruin's resolution for the original resolution, Director De Bruin's resolution was substituted, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Small and President Bills—6.

Noes—None.

Director Gardner moved to adopt the substitute resolution.

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

Ayesz—6; Noes—0.

* * * * *

Director Sinicki left at 8:50 PM.

The Board adjourned at 10:12 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 21, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:37 PM.

Present—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent and Excused—Director Fisher—1.

AWARDS AND RECOGNITIONS

The Deputy Superintendent recognized Mr. Gordon Schuetz, who is retiring after 25 years in the field of education, working 21 years on behalf of the children in the Milwaukee Public Schools, for his many years of dedicated service to the Milwaukee Public Schools.

The Deputy Superintendent indicated that Mr. Schuetz began his career at MPS at Juneau High School as a student teacher and as a teacher. He worked at the University of Wisconsin-Oshkosh, teaching and preparing for a doctorate, and worked in Racine for a short period in an administrative position before returning to the Milwaukee Public Schools.

Mr. Schuetz was a program administrator in the Division of Exceptional Education and Supportive Services and in recent years served as the division's director.

Mr. Schuetz' reputation as a fine administrator is widely recognized.

In all of his years of service, he has kept the best interests of children and the families in the forefront.

On behalf of the students of the Milwaukee Public Schools, the Deputy Superintendent presented Mr. Schuetz with art work that was created by a student in the Severe and Profound Program at Marshall High School as a token of appreciation for his many years of dedicated service.

Clark Street Elementary School and **Hawley Environmental Education School** have been selected for national recognition by the *U.S. Department of Education in the 1994-95 Drug-Free School Recognition Program*. In achieving the national award for their comprehensive programs, Clarke and Hawley serve as models for others seeking to provide safe, disciplined, and drug-free schools for their students. They were the only two schools from the state of Wisconsin and two of 98 schools nationwide to receive the award. Representatives from both schools travelled to Washington, D.C. on June 6 for White House ceremonies.

An imaginative and colorful drug prevention mural entitled “We Choose Alternatives” created by the students at **Clark Street Elementary School** has been selected to represent Wisconsin in a national exhibition in Washington, D.C. showcasing murals created for the *Murals Reflecting Prevention project.* The students worked on the mural for two weeks under the guidance of **Denise Borda**.

Be A. Ware, a graduating senior at **Milwaukee Trade & Technical High School**, recently was awarded an *Air Force ROTC College Scholarship* to cover the full cost of tuition at the Massachusetts Institute of Technology where he will major in aeronautical engineering.

Marshfield Clinic has awarded its Science Award to **Rufus King** and **Washington High Schools** in honor of the schools' state champion basketball teams. Each school will receive a $1,000 award for its science department. The award was developed to recognize the achievements of WIAA championship schools in Wisconsin and to encourage the creation of new careers in science.

The Metropolitan Milwaukee Alliance of Black School Educators and McDonald's Restaurants of Southeastern Wisconsin awarded high school juniors with $1,000 each in the *McDonald's African-American Achiever scholarship*. The winners are **Jennifer Brooks, Riverside University High School; Kezzie Knox, Hamilton High School; Chenoa Parsons and Nathan Piotrowski, Rufus King High School; Michael T. Roach, Milwaukee High School of the Arts; and Daniel Rodriguez, North Division High School.**

Ines Smrz, a teacher at Tippecanoe Elementary School, has been chosen as an *award winning artist in the 54th annual Milwaukee Area Teachers of Art Membership Exhibit.* It showcases the best work of 50 local art educators, making the award winners outstanding among their peers.

Milwaukee soprano **Krista Wozniak**, graduate of **Milwaukee High School of the Arts,** is one of 12 nationwide winners of the *Ezio Pinza Council for American Singers of Opera*.

The following retired Milwaukee Public Schools administrators have distinguished themselves by their dedication and excellence as administrative mentors to the Milwaukee Public Schools through the Department of School Administrative Support and Accountability.

Ms. JoAlice Bender
Ms. Barbara Birks
Mr. Jerome Brandl
Ms. Camille Brown
Mr. Leroy Freeman
Mr. Joseph Kennedy
Ms. LaVera Laws
Mr. Donald Luebke
Ms. Bobbye Vance
Mr. Al Weiss

Each of these administrative mentors has spent countless hours assisting, encouraging and supporting beginning school administrators and school administrators with special circumstances. These individuals have selflessly utilized their expertise in school administration to help our district shape a new generation of effective school principals. Because of their professionalism, insight and genuine concern, these men and women serve as true models of the competence and talent needed by the Milwaukee Public Schools community in our efforts to provide quality educational opportunities for all of our students.

The Greater Milwaukee Education Trust has announced the following 1995 Teacher Award Program winners:

Linda Aguado, 21st Street School
Frances Blackmon, 68th Street
Marianne Comstock, Starms
Jean Fleischer, Vincent H.S.
Judy Friedrich, Neeskara
Aleta Gretenhardt, Sarah Scott MS
Elaine Hafemeister, Elm
Bernadette Halloran, Garfield
Vandy Harmon, Milwaukee Tech
Donna Hohl, Milw. Spanish Imm.
Charles Lee, Roosevelt MS
Marty Lexmond, Vincent H.S.
Dave Mongin, Morse M.S.
Jackie Nowak, WI Conservatory
Deb Pattee, Parkman M.S.
Paula Rahn, Webster M.S.
Sandra Ruesink, Walker M.S.
Deborah Scherrer, Grantosa Drive
Eileen Schwalbach, Milw. Tech
Carol Sherman, Humboldt Park
Sandra Stark, Rufus King H.S.
Sandra Swietlik, Grand Ave. M.S.
Sherry Tolkan, Grand Alt. H.S.
Kenneth Werner, Bay View H.S.
Fred Yatchak, Honey Creek

Listed below are the 1995 TAP ARTS Winners:

Cindy Barton, Greenfield Elementary
Mary Gale Budzisz, Milwaukee Village School
Susan Daeke, Bryant Elementary
Margaret Garbisch, Bryant Elementary
Cynthia Jacobsen, Sarah Scott Middle School
Jeanne LaMarche, Elm Creative Arts
Gaetano LaRoche, Mitchell Elementary
Kristine Leopold, Garfield Elementary
Marty Lexmond, Vincent High School
Mary Little, Garfield Elementary
Greta Plicka, Riley Elementary
Jean Sherman, Rufus King High School
Susan Watson, Roosevelt Middle School

Tieng Phetvixay, South Division High School, was awarded *second place and $350 in the 4th District Congressional Art Contest.* His drawing, which was a twisted self-portrait based on a computer alteration, was drawn with white and black charcoal on gray paper. His work was number 2 out of 130 art works.

Carie Miklaszewicz, sophomore at Milwaukee Art High of the Arts, was one of *five finalists in the Touch of Gold Teen Wisconsin Pageant* held May 6 in Racine. She recently was named Miss Teen Amity at the Milwaukee Pageant at the Racine Theater Guild.

Rufus King High School's newspaper, the King's Realm, recently was commended by the American Scholastic Press Association as one of the *Best Outstanding High School Newspapers for 1995*, earning 1,000 points out of 1,000 possible in the critique, netting it a first-place award. The editors of the paper are **Rita Jules, Gail Weidner, Summer Curtis, Daria Hall and Rebecca Pokrzywa**. Realm reporter **Daria Hall** received an award for outstanding investigative reporting for her story "Closing King's Technology Gap is Top Priority."

Listed below are the *18 finalists of the Warner Cable Hang Tough Video Contest* about drugs and violence reduction. The finalists' entries were into public service announcements and telecast by Warner Cable. **Jarrod Wood, Kristie Merz, Amanda Hagen, Eddie Nuell, Francine Milan and Amy Petroff from Grantosa Drive School; Joseph Krukar, Jerodd Taylor and Todd Hollenbeck from U.S. Grant Elementary School; Valencia Jines, Charles McGuire, Cassandra Sura and Jose Rosario from Golda Meir School; Brandon Smith and David Daniels of Palmer Elementary School; and Sheena Adams, Krystal Kortsch and Brittany Talley from Morse Middle School.**

Patricia Ball, an English teacher at the **Grand Alternative High School**, has been chosen to participate in the *National Endowment for the Humanities/UWM Summer Institute* on "Rethinking American Studies: Connecting the Differences." She was selected as one of 25 teachers to participate.

Three MPS teachers were recognized for their commitment to teaching Hispanic children at the *"Education: A Family Affair" celebration at the University of Wisconsin-Milwaukee* organized by the Council for Spanish Speaking Inc., Milwaukee Public Schools' bilingual social workers, the Performing Arts Center, and UWM. They include: **Maria Dolores Sadina de Thiele of the Milwaukee Spanish Immersion School, Mary Randall of Allen-Field Elementary School and Rose Marie Rodriguez, a retired teacher from Kagel Elementary School**. **Doerfler Elementary School Principal Arthur Luse** was also honored.

Tom O'Connell, head baseball coach at **Pulaski High School**, has been selected by *USA Baseball as the head baseball coach of the North team in the 1995 U.S. Olympic Festival* being held July 21-30, 1995, in Denver, Boulder, and Colorado Springs, Colorado. He is the first Wisconsin coach ever selected to coach in the Olympic Festival.

Nine students from **Rufus King High School** *have been awarded scholarships as part of the national Earthwatch expedition program* enabling them to spend their summer in expeditions ranging from studying dolphins in Monterey, California to studying maternal health care in Zimbabwe . The recipients are**: Jason Czarnezki, Isaac Godin, Rose Grimm, Laura Guyer, Jeremy Kimble, Alyssia Knox, Crystal McLean, Steve Meer and Katherine Wagner.**

Laiya Edwards, Jason McNeal, and Andre Wigen, students at Vincent High School, won the *1995 Mock Trial Competition* held recently in Milwaukee.

Richard Wenzel, manager of pupil transportation services, is the recipient of the *National Safety Council's Distinguished Service to Safety Award*. This national distinction is awarded to an individual who has made outstanding contributions to the cause of safety and health. The award will be presented at the council's annual conference in November in Dallas, Texas.

Justin Greco, a fifth grade student at Curtin Elementary School, *was honored by the Milwaukee Safety Commission and the American Automobile Association for his outstanding service as a safety cadet.* He helped a fellow student narrowly miss being hit by a car during the school year. He was also one of three students nationwide to be recommended by AAA for its national safety award.

Helen Harris, principal of Lloyd Street Elementary School, and John Thompson, teacher of social studies and computer technology at Fritsche Middle School, *are two of 12 educators from six U.S. cities to be awarded a one-month, all expense paid trip to South Africa this summer in the South African Today Program.*

Kim Abler, Jane Borden, and Christy Robers, teachers at Tippecanoe School for the Humanities, *were winners in the 1995 Warner Cable Teaching Creatively with Cable Award.*

Samuel D. Zajac, student at Bay View High School, *won first place in the Milwaukee Elks National Foundation "Most Valuable Student Contest."* He received a 600 scholarship in local level competition and 1,000 at the state level.

Netasha Woods and Sylvia Soto, students at South Division High School, *were honored for their leadership and community service by Public Allies' "Tomorow's Leaders Today" program*. **Tracy Gilbert and Ana Rosario from South** received an Honorable Mention.

Sylvia Soto, student at South Division High School, *was awarded a State of Wisconsin Academic Excellence Scholarship and a scholarship from El Club Hispano de Milwaukee.*

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REPORTS OF STANDING COMMITTEES

Director De Bruin presented the following report for the Audit Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on the Superintendent’s Implementation Plan for Recommendation #1 of the Principals’ Other Compensation Audit.

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance—Audit Services. Included in the plan was a follow-up review to the Principal Other Compensation Audit.

2. The audit plan identified the scope of the follow-up review:

Review the recommendations of the original audit report and perform tests as necessary to determine that the auditee has implemented the audit report recommendations.

3. At the March 1995, Audit Committee meeting, the Committee took action to accept the follow-up report on the Principals' Other Compensation Audit and to accept the attached Superintendent's implementation report, Items 2 through 8. The Superintendent's implementation report for Item 1 was held in Committee to allow the administration to formally enter into a memorandum of understanding with the Administrators' and Supervisors' Council. The memorandum of understanding created an exception to the ASC contract to permit self-authorized compensation for the 1992 and 1993 calendar years.

4. On May 26, 1995, a formal memorandum of understanding regarding the compensation for principals and assistant principals was signed by representatives of the ASC and MPS, which formalized the agreement.

Committee recommendation

That the Board accept the Superintendent's response to Recommendation #1 of the Principals' Other Compensation Audit.

* * * * *

(Item 2) Action on the Superintendent's Response to Audit Report Recommendations for Audit Report #501—Teacher Evaluation Process Audit.

Background

1. At the March 29, 1995, Board meeting the Board adopted a motion to accept Audit Report #501 - Teacher Evaluation Process Audit and direct the administration to respond to the audit report recommendations at the next Audit Committee meeting.

2. Administration has completed and submitted their formal response. The response has been attached to the minutes of your Committee's meeting of June 15, 1995.

Committee recommendation

That the Board accept the Superintendent's response to the audit recommendations, with the additional provisions that Recommendation 3 provide for the inclusion of existing and future Board achievement accountability measures as one of the forms used to measure student achievement; that Recommendation 4 provide that the file follow the teacher with a copy of the evaluation card in that file and the original document on file at the central office; and that Recommendation 11 provide that the core group also review and modify the teacher evaluation procedures.

* * * * *

(Item 3) Acceptance of Audit Report #502—MPS Use of Legal Services and Action on the Superintendent's, the Director of Board Governance's and the City Attorney's Responses to the Audit Recommendations.

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. Included in the plan was an audit of Milwaukee Public Schools' (MPS) Use of Legal Services.

2. State statute assigns the City Attorney as the legal advisor and attorney for the Board unless the Board determines MPS's legal needs cannot be met because the City Attorney does not have sufficient staff

or legal expertise, or a conflict of interest would exist if the City Attorney represented the Board. The Board also contracts with private attorneys for a limited amount of legal services.

3. The audit report is organized into four sections, which explain the type of, and satisfaction with, legal services needed by MPS. Report sections also address areas where steps can be taken to enhance the working relationship between the City Attorney's Office (CAO) and MPS. Report sections include:

a. district legal services;
b. district satisfaction with legal services;
c. enhancing the relationship between MPS and the CAO; and
d. efficiency measures.

4. The audit has been completed and has been transmitted to the Committee under a separate cover.

Committee recommendation

That the Board accept Audit Report #502 - MPS Use of Legal Services and the Superintendent's, the Director of Board Governance's, and the City Attorney's Responses to the audit recommendations.

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(Item 4) Acceptance of Audit Report #504—Summary of Partnership School Financial and Compliance Reviews

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance -Audit Services. Included in the plan was a program audit of alternative partnership schools. To achieve the objectives of the audit, financial and compliance reviews were performed of seven randomly selected partnership schools.

2. Individual audit reports have been completed for each partnership school reviewed. The reports present audit findings and recommendations, as well as partnership school responses to audit recommendations. The individual partnership school financial and compliance audit reports are available upon request.

3. A summary report of the results of the partnership school financial and compliance reviews has been sent to Board members under separate cover.. The report summarizes overall conclusions on the schools' compliance with financial and administrative requirements and reports the findings for each partnership school reviewed.

4. The summary report also includes the following recommendations that the Office of Board Governance - Audit Services believes should be implemented:

- The Division of Alternative Programs should work with the partnership schools to resolve each of the exceptions identified in the 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.

- A partnership school contract for the 1995-96 school year should not be offered to Learning Enterprise of Wisconsin High School until its authorized official agrees in writing to allow a full and complete financial and compliance audit to be performed by the Office of Board Governance - Audit Services of the agency's partnership school program for any or all of the three previous school years. Further, if Learning Enterprise of Wisconsin High School's authorized official provides the required written assurance of audit and is awarded a contract, the Division should modify the contract to state 1) if the agency fails to allow a full and complete financial and compliance audit, the contract would become null and void and all funds advanced under the contract would be recoverable by MPS; and 2) if the audit identifies costs as inappropriate, MPS could recover payments for such costs.

Committee recommendation

That the Board accept Audit Report 504—Summary of Partnership School Financial and Compliance Reviews, and direct the Director of Board Governance to work with Administration to implement the recommendations identified in paragraph #4 above.

* * * * *

(Item 5) Acceptance of Audit Report #505—Review of the Division of Alternative Programs' Management of the Partnership School Contracts and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance—Audit Services. Included in the plan was an audit of the Division of Alternative Programs' Management of the Partnership Schools Program.

2. Currently, the Division presents to the Board annually in June recommendations for contracts with partnership schools for the upcoming school year. Recommendations are based on proposals submitted by potential new providers and contract compliance reviews for current providers seeking to continue their contracts. Current providers are also evaluated on the extent to which they meet the student performance standards adopted by the Board in February 1992, and included in the partnership contracts.

3. The audit report is organized into four sections that address areas where improvements can be made in the Division's management of the Partnership Schools Program. Areas of improvement addressed in the report include:

a. contracting with partnership schools;
b. reporting contract recommendations to the Board;
c. contract requirements; and
d. the Division's contract monitoring.

The report also includes analysis of the actual cost to MPS for each student enrolled at a partnership school.

4. The audit has been completed and has been transmitted to the Committee under a separate cover.

Committee recommendation

That the Board accept Audit Report #505 - Review of the Division of Alternative Programs' Management of the Partnership Schools Contracts and the Superintendent's Response to the audit recommendations.

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(Item 6) Review of the Proposed FY96 Annual Plan of Audits Draft Document.

Annually, the Board of School Directors by Audit Committee recommendation adopts an Annual Plan of Audits which details the audit activities that the Office of Board Governance - Audit Services will engage in during the upcoming fiscal year.

To develop the Annual Audit Plan, the Audit Committee Chair solicits input from the Board of School Directors and the superintendent and his department directors relative to potential audit projects. Additionally, Audit Services reviews Board verbatims and proceedings and holds discussions with Board office staff to identify other areas where the potential for an audit exists. Once all suggestions for audits

are identified, a draft plan is prepared, which includes a listing of the resources available to perform the audits.

This draft plan was presented to the Audit Committee for review and input and for consideration during the Board's Strategic Planning Sessions in June and July. The final Annual Plan of Audits would be submitted to the Board in July for approval.

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Separate consideration having been requested of items 2, 3, and 5, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

Item 2, relating to the Teacher Evaluation Process Audit, having been set aside for separate consideration, Director Johnson moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

Item 3, relating to the MPS Use of Legal Services, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

Item 5, relating to Alternative Programs Management of Partnership School Contracts, having been set aside for separate consideration, Director Johnson moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, O'Neil, Sinicki and President Bills—4.

Noes—Directors Gardner, Small and Todd—3.

Voting "present"—Director Johnson—1.

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 Johnson moved to accept the May 26, 1995, Report of the Independent Hearing Panel of the Board of School Directors.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

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COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 6 of the Regular Items of Business.

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The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:13 PM.

The Board rose from the Committee of the Whole at 9:57 PM.

Director De Bruin, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 6 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Communication from R. Teig Whaley-Smith Submitting a Proposal for Mandatory Community Service for MPS High School Students

Communication

At its meeting on March 29, 1995, the Board referred a communication from Mr. R. Teig Whaley-Smith to the Instruction and Community Relations Committee. As a result of Board action on April 24, 1995, this item is now pending before the Committee of the Whole.

Mr. Whaley-Smith is requesting the opportunity to present his proposal for Mandatory Community Service for MPS High School Students to the Board. A copy of his proposal is attached.

Superintendent’s Recommendation

That, after hearing has been given to Mr. R. Teig Whaley-Smith, the Board determine whether it wishes the administration to pursue the proposal.

Director Small moved that the administration examine the fiscal implications and the feasibility of the implementation of a community service program and bring this information back to the Board in October.

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

Ayes—8; Noes—0.

* * * * *

(Item 2) Worksession on Partnership Schools: Results of Final Evaluation Report and Presentation of and Public Hearing on Proposed Contracts

The administration's tentative recommendations for the granting of partnership school contracts for the 1995-96 school year are presented below. The recommendations were developed taking into account:

- The qualitative evaluation findings reported in the Academy for Educational Development's Evaluation of Alternative Schools.
- The school and student outcome quantitative data for the fall of 1994 reported in the AED Evaluation of Alternative Schools.
- The demand for seats in partnership alternative programs, as shown by capacity, compared to seats filled.
- The result of the review of new proposals for alternative schools.

The recommendations will be reviewed in light of forthcoming end-of-year student achievement data, and final recommendations will be submitted at the June 28,1995, meeting of the Board of School Directors.

Qualitative Evaluation Findings

To obtain information on the quality of educational services to students enrolled in partnership schools a team from the Academy of Educational Development gathered a broad range of qualitative information. In December 1994, the Milwaukee Public Schools commissioned the Academy for Educational Development (AED), a nationally recognized research firm with expertise in alternative and community education, to perform an evaluation of 17 alternative partnership schools. AED's analysis focuses on characteristics of effective alternative schools as defined in the national research literature. Specific research questions, methods, and instruments were designed in consultation with the administration with the involvement of partnership school directors and staff. AED conducted site visits, classroom observations, and student focus groups. Researchers interviewed partnership school staff, program directors, students, and, in some instances, parents. They examined student work products and reviewed relevant program documents. Following an analysis of the information gathered, school portraits were prepared which document the school's performance relative to practices associated with effectiveness in alternative schools.

The Department of Educational Services, including staff from the Division of Alternative Programs and the Division of Research and Assessment, rated each school on two dimensions based on the AED school portraits:

- **Instruction and Expectations --** This examined the expectations for student achievement, academic mission, rigor, degree of student engagement, appropriate instructional practice, and instructional resources.
- **Other Effective Practices** -- This included sense of community; the relationships among and between staff, students, parents, and community; discipline practices; support services; and facilities.

The schools were given a rating of Excellent, Good or Fair, Mixed/Needs Improvement, or Correction Required. The Mixed/Needs Improvement rating describes situations in which some practices (such as support services) are strong, while others (such as discipline practices) need improvement. Schools receiving a Correction Required rating will be required within the contract to submit an improvement plan and show evidence of progress toward the dimension identified. The ratings received by each school are shown in the attached summary data sheet. In recommending contracts, the greatest weight was given to Instruction and Expectations. The AED school portraits are available upon request.

School and Student Quantitative Data

In addition, the AED evaluation collected, analyzed, and reported outcome data associated with student enrollment, attendance, number of units earned, and number of courses passed for the fall semester. Data on these measures were reviewed to determine which schools achieved the MPS benchmarks for partnership schools. To make this determination, data were used only if they represented at least 85% of the students

enrolled in the partnership schools. The resulting information is reported in the attached summary data sheet. The quantitative breakdown for each benchmark as well as more finely detailed quantitative analyses by AED are available on request.

The quantitative data presents a number of problems, including incomplete data and small population sizes which hamper statistical conclusions. Some of these factors are beyond the control of individual schools. There was a rough inverse correlation observed between the apparent rigor of a school program as seen in the qualitative analysis and the portions of students who passed courses or earned credits. For these reasons, the quantitative data were considered carefully in context and given less weight than the qualitative data in recommending contracts.

Enrollment Patterns

The summary data sheet also provides information on the use of the seats purchased by MPS in each partnership school. Information on the average percent of seats filled by each alternative school is an index of how efficiently seats paid for by MPS were used during the 1994-95 school year.

Review of New Proposals

In April 1995, the Division of Alternative Programs issued a call for proposals. The Division reviewed all proposals received in response to its FY96 request for proposal for alternative programs. Proposals were reviewed by a panel of four reviewers. Each proposal was read and rated independently by each reviewer using a rating worksheet to record both a numerical rating and written comments about the proposal strengths and weaknesses. In evaluating the new proposal for alternative partnership schools, the MPS review panel members could award up to 100 points based on ten criteria specified in the request for proposals. An average ranking was determined for each proposal and those proposals achieving the highest rankings were considered for funding. A table and graph displaying the scores awarded during the proposal review process is attached.

End of Year Statistical Report (New Data)

All the previously outlined information is used to arrive at the administration's preliminary recommendation. Student outcome data derived for the entire 1994-95 school year, when they become available, will be employed to determine the administration's final recommendation. A statistical report for each alternative school will be generated. This report provides information on enrollment, attendance, graduation, units achieved, achievement in reading, achievement in mathematics, and advancement in grade. The additional information will be used to corroborate the administration's preliminary recommendation for contract approval or to modify the recommendations as indicated by the data.

Contract Terms and Conditions

Longer contract terms are recommended for higher performing programs. Annual renewal of multiyear contracts will be contingent on continued performance and contract compliance. The administration will meet with each partnership school to review both the qualitative and quantitative data in order to inform school improvement efforts. Schools that have incomplete data or low rates of testing will be required to submit a plan for improving data reporting. Multiyear contracts will not be renewed unless data reporting problems are addressed. All programs are granted the same number of seats as the current year. A small number of seats is being held in reserve to accommodate documented demand during the year. In one case, a program has been recommended for non-renewal due to serious contract noncompliance.

The administration tentatively recommends that the Board direct the Division of Alternative Programs to award contracts to the following organizations:

One Year Contracts

Grades to be Served	**Partnership School Proposal Applicant**	**1995-96 Proposed Seats**	**1995-96 Total Contract Cost**
9-12	Assata-Social Development Commission	60	$327,900
6-8	Benito Martinez/SER-Jobs	60	$327,900
9-12	Career Youth Development	65	$355,225
6-12	Synergy/Lad Lake	60	$327,900

6-8	United Community Center-Middle School	40	$218,600

Two Year Contracts

Grades to be Served	Partnership School Proposal Applicant	1995-96 Proposed Seats	1995-96 Total Contract Cost
9-12	Aurora Weier/Bilingual High School	65	$355,225
4-6	Bruce Guadalupe	60	$238,500
9-12	Cornerstone/Next Door Foundation	80	$437,200
5-7	Fritsche LEAP Middle School	60	$301,637
6-8	HR Academy	60	$327,900
9-12	Learning Enterprise of Wisconsin	80	$437,200
9-12	Milw. Area Amer. Indian Coun./Spotted Eagle	50	$273,250
6-12	Northwest Oppor. Vocational Academy/NOVA	70	$382,550
5-6	St. Francis Children's Center	20	$ 79,500
9-12	Shalom High School	95	$519,175
6-8	Silver Spring Neighborhood Ctr./Turning Point	65	$355,225
6-8	Walker Middle School	40	$201,091

Three Year Contracts

Grades to be Served	Partnership School Proposal Applicant	1995-96 Proposed Seats	1995-96 Total Contract Cost
9-12	Council for Spanish Speaking/Loyola Academy	70	$382,550
9-12	Milwaukee Spectrum	80	$437,200
9-12	Seeds of Health/Grand Alter. High School	120	$655,800

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(Item 3) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Acceptance of the Report on Resignations; Affirmative Action Report; Approval of Prevailing Wage Rates

Superintendent's Recommendations

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 of the dates indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the folowing 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for May 1995, is attached. This is an informational report and no action is required.

Approval of Prevailing Wage Rates

Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council have neen received, dated May 12, 17, 19, 24 and 26, 1995 (pages 57-94).

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

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Maria Rodriguez Allen-Field (Replacement for transfer)	Clerk Typist I $13,251.11/yr.	05-22-95
Wendylu Cox Vincent (Replacement for transfer)	Clerk Typist I $13,251.11/yr.	06-05-95
Barbara Fields Dr. King Elementary (Replacement for transfer)	Clerk Typist I $13,251.11/yr.	05-30-95
	PROMOTIONS	
Maria Belanger-Seay Washington	School Secretary I $15,157.33/yr.	05-31-95
Karen Coates South Division	School Secretary I $18,270.72/yr.	05-22-95
Debra Dunn Ins. & Risk Mgmt. Serv.	School Secretary I $18,270.72/yr.	05-08-95
Ruthann Galarza Lancaster	School Secretary I $15,157.33/yr.	05-31-95
Pamela Moon Garfield	School Secretary I $15,157.33/yr.	05-18-95
Janice Powalisz Ex. Ed. & Supp. Serv.	School Secretary I $18,270.72/yr.	05-22-95
Gloria Remm Audubon	School Secretary I $15,157.33/yr.	05-31-95

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CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between March 8, 1995, and March 20, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Paul E. Javins Elementary	B	32,958	7	03-14-95
Effective between April 24, 1995, and May 4, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Steven M. Seston Physical Education	B	25,634	1	04-27-95
(r)	Jose A. Acevedo Science/Bilingual	BB	26,915	1	05-01-95
Effective between May 5, 1995, and May 17, 1995, inclusive:					
(r)	Amy R. Siesennop Mathematics	D	30,248	1	05-11-95
Effective between May 18, 1995, and May 30, 1995, inclusive:					
(r)	Kathy L. Beck Library Media Specialist	BB	28,197	2	05-22-95
(r)	Donna M. Velez L. D.	B	24,413	0	05-22-95
(nr)	Kathleen L. Lutz Elementary	B	25,634	1	05-22-95
Effective between May 31, 1995, and June 14, 1995, inclusive:					
(nr)	Judith A. Lippitt L. D.	B	24,413	0	06-05-95
Effective September 1995, payroll:					
(nr)	James P. Avery, Jr. Physical Education	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective September 1995, payroll:				
(r)	Nina L. Copening Upper Elementary	B	24,413	0	08-30-95
(r)	Tasha D. Curry Elementary	B	24,413	0	08-30-95
(r)	Michelle M. Freeman Elementary	B	24,413	0	08-30-95
(r)	Dawn L. Harmon EC:EEN	B	24,413	0	08-30-95
(r)	Christopher E. Hood L. D.	B	24,413	0	08-30-95
(r)	Barbara J. Ireland Guidance	C	27,587	0	08-30-95
(r)	Benjamin O. Johnson Upper Elementary	B	24,413	0	08-30-95
(r)	Jan M. Johnson Upper Elementary	B	24,413	0	08-30-95
(r)	Kimberly M. Lee Upper Elementary	B	24,413	0	08-30-95
(nr)	Patricia A. Lendved Elementary/Bilingual	B	32,958	7	08-30-95
(nr)	Darwin E. Mills Mathematics	B	29,296	4	08-30-95
(nr)	Kimberly J. Nedza Upper Elementary	B	24,413	0	08-30-95
(nr)	Vincent Robinson Elementary	BB	28,197	2	08-30-95
(nr)	Eva Marie Schlichting Biology/BF Science	B	24,413	0	08-30-95
(nr)	Nicole W. Schmidt Upper Elementary	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective September 1995, payroll:					
(r)	Mable L. Suggs Elementary	B	24,413	0	08-30-95
(r)	Robert J. Szocik L. D.	B	24,413	0	08-30-95
(r)	Tracey C. Tuttle Speech Pathology	B	24,413	0	08-30-95
(r)	Barbara A. Uhen Upper Elementary	B	30,516	5	08-30-95
(r)	Tina M. Wright Elementary	B	24,413	5	08-30-95

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

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CERTIFICATED LEAVES OF ABSENCE

Personal Leave, to June, 1996:	Present Assignment	Effective From
Edward Mooney	Wright	August, 1995
Personal Leave, to January, 1996:		
Patricia Norman	Sherman	August, 1995
Maternity Leave, to June, 1996:		
Brenda Carlton	Franklin	August, 1995
Sabbatical Leave, to June, 1996:		
Maribeth Kaczmarek Klopatek	Green Bay	August, 1995
Stili Klikizos	Fratney	August, 1995
Jacqueline Pelzek	EESS Center	August, 1995
Linda Port	68th Street	August, 1995
Yakini Shabaka	Hamilton	August, 1995

	Present Assignment	Effective From
Extension of Personal Leave, to January, 1996:		
Cathleen Lewandowski	Leave	August, 1995
Dona Palmer	Leave	August, 1995
Extension of Personal Leave, to June, 1996:		
Janet Domask	Leave	August, 1995
Mary Stardy	Leave	August, 1995
Elizabeth Vandewalle	Leave	August, 1995
Yolanda Vega Will	Leave	August, 1995
Lisa Watson	Leave	August, 1995
Extension of Illness Leave, to January, 1996:		
Anthony Long	Leave	August, 1995
Extension of Illness Leave, to June, 1996:		
Marlyn Brahm	Leave	August, 1995
Ruth Ann Guthmann	Leave	August, 1995
Francine Hayslett	Leave	August, 1995
Bonnie Lea	Leave	August, 1995
Agustina Quiles	Leave	August, 1995
Marie Ruvolo	Leave	August, 1995
George Sargent	Leave	August, 1995
Pamela Suggs	Leave	August, 1995
Extension of Maternity Leave, to January, 1996:		
Jody Merchant	Leave	August, 1995
Extension of Maternity Leave, to June, 1996:		
Bonnie Lynn Book	Leave	August, 1995
Laura Hardy	Leave	August, 1995
Michelle Hokenson	Leave	August, 1995
Nicolette Howe	Leave	August, 1995
Constance Michaud	Leave	August, 1995
Deborah Schinner	Leave	August, 1995
Tara Serebin	Leave	August, 1995
Lucille Spoerk	Leave	August, 1995
Nicki Usinger	Leave	August, 1995
Mary Kay Waldman	Leave	August, 1995
Michelle Wuenstel	Leave	August, 1995

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REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Rosemary R. Andrea	Social Worker	06-20-95
Lynn E. Bacon	Teacher	05-26-95
Richard T. Bottoni	Teacher	02-17-95
Martha E. Carter	Curr. Specialist	07-14-95
Barbara L. Chapin	Teacher	06-14-95
William S. Frackelton	Teacher	06-16-95
John E. Goebel	Teacher	05-26-95
Jeff J. Gosse	Teacher	06-14-95
Dianne F. Henschel	Teacher	05-16-95
Kimberly K. Hettinger	Teacher	05-26-95
Stanley J. Hudson	Teacher	05-12-95
Patricia M. Kitscha	Teacher	05-15-95
Deeann M. Laabs	Teacher	06-14-95
Robert A. Lipeles	Teacher	06-14-95
Mary-Alice Martines	Social Worker	06-20-95
Jo Ann Melchiorre	Teacher	08-06-95
Carla D. Nohr-Schulz	Teacher	01-21-94
Elizabeth L. O'Connor	Speech Path.	06-14-95
Kristy A. Pralle	Psychologist	06-21-95
Maria R. Ramirez-Rios	Teacher	06-14-95
Rebecca E. Ross	Teacher	03-31-95
Gayle R. Schuenke	Teacher	06-14-95
Siebrin Simon	Psychologist	05-23-95
Frances E. Thalke	Social Worker	06-09-95
Maria T. Thompson	Teacher	05-16-95

Director Sinicki move to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 4) Action on Administrative Appointments and Promotions

Superintendent's Recommendation

That the Board appoint or promote the following individuals to the classifications indicated, effective upon assignment:

(r) Robert Wenner	Principal Sarah Scott Middle School	Schedule III, Range 14D 69,474
(r) Margaret Rogers	Principal Franklin Elementary School	Schedule III, Range 13D 61,125

(r) Arleen Dansby	Principal Ninety-fifth Street Elementary School	Schedule III, Range 12D 61,641
(r) Everlena Hyche	Principal Trowbridge Elementary School	Schedule III, Range 13D 59,043
(r) Annie Oliver	Assistant Principal Washington High School	Schedule III, Range 12C 56,204
(r) Marion Reiter	Assistant Principal Congress Elementary School	Schedule III, Range 10D 42,500
(r) Mark Tenorio	Assistant Principal Elm Creative Arts Elementary School	Schedule III, Range 10D 50,705
(r) Mary Lamping	Assistant Principal Hawthorne/Eighty-first Street Elementary Schools	Schedule III, Range 10D 41,472
(r) Doris Kennedy	Assistant Principal Keefe Avenue Elementary School	Schedule III, Range 10D 57,701
(r) Thyra Handford	Assistant Principal Lancaster Elementary School	Schedule III, Range 10D 55,348
(r) Phillip Dosmann	Assistant Principal MacDowell Montessori Elementary School	Schedule III, Range 10D 49,688
(r) Sharon McKinney	Assistant Principal Frances Starms Elementary School	Schedule III, Range 10D 53,852
(r) Roseann Lococo	Assistant Principal Wisconsin Conservatory of Lifelong Learning	Schedule III, Range 10D 51,401
(r) Gina Spang	Construction Engineer Division of Facilities and Maintenance	Schedule III, Range 9A 60,000
(r) Arlyn Clark	Accountant II Department of Finance	Schedule III, Range 5A 43,000

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

Director Small moved to approve the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, Sinicki, Small, Todd and President Bills—6

Noes—None.

Voting “present”—Director O’Neil—1.

Abstaining from voting—Director De Bruin—1.

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(Item 5) Action on Recommendations to Modify the Accountability Process

Administration’s Analysis

1. The MPS Accountability Plan was implemented in the 1993-94 school year to support Board Goal #1 *Academic Achievement*. The accountability measures include test scores in mathematics, reading, science, social studies; writing samples, grade point averages, students taking advanced courses, data related to attendance, truancy, and dropouts. In August 1994, each school received an "accountability report" indicating the results for their school in each of the accountability measures.

Schools that met or exceeded all, or all but one, of the board goals were indicated as *high achieving schools*. Schools that showed improvement from the past year in a majority of the accountability measures were indicated as *improving schools*. Schools that showed improvement from the past year in less than a majority of the accountability measures were indicated as *schools in need of assistance*. Three schools in this category were identified for special assistance during the 1994-95 school year.

2. In September and October 1994, a series of meetings were held with representative principals to discuss the MPS Accountability process. Recommendations resulting from principal input were presented at the Instruction and Community Relations Committee meeting on November 21, 1994. Following discussion at this meeting, the Board directed the administration to seek additional input from principals regarding the accountability measures and their recommendations for improving the accountability process.

An Accountability Committee was formed, and meetings were held throughout the 1994-95 school year. The administration's recommendations to the Board are based on input from the Accountability Committee. The list of committee members is attached.

3. Some of the Accountability Committee's suggestions relate to clarification of the accountability data and have been addressed.

- Schools are receiving disaggregated information on available data throughout the year, so that it can be used to improve the educational program at the school.

- Each accountability measure will be described in more detail on the accountability reports to make the measures more meaningful to school communities.

- The high schools will receive a definition of an advanced course and a listing of which courses have been identified as "advanced."

- Efforts are underway to clarify the reporting of attendance so that it can be done in the same format for various purposes, including at-risk reports, reports required by the state, and accountability reports.

4. It is recommended that the Board approve the following adjustments to the accountability measures:

a. ***The determination of whether a school is improving or not improving in each measure should be made by looking at the trend over time in that measure in order to***

compensate for minor fluctuations from year to year. A school will be considered "improving" on a measure if the current year's score surpasses the median score for the years for which data is available, not to exceed five years.

b. ***On measures for which a school meets or exceeds the district goal but the performance data does not increase, the performance should still be considered successful.*** For example, the Board Goal for the Third Grade Reading Test is that 85% of the students will meet the state standard. Last year, several schools had 100% of their students meeting the standard, and they will not be able to show improvement.

c. ***Attendance at the elementary level should be calculated for grades one and higher.*** Attendance below grade one is not mandatory and is affected by weather and childhood illnesses; schools with extra sections of K4 and K5 are penalized on the accountability measures because they tend to have lower overall rates of attendance.

d. ***The middle school "promoted to the next grade" measure should be eliminated.*** It was included because of research on middle schools related to having students successfully complete middle school on time. However, the measure is not appropriate in a number of our middle schools because of non-retention policies and/or multi-age groupings.

e. ***K-8 schools should be considered "High Achieving" if they meet the district goals in all but <u>one</u> of the elementary accountability measures and <u>one</u> of the middle school accountability measures*** .

K-8 schools are held accountable for both the elementary and the middle school accountability measures; they should be allowed to meet the district goals in all but <u>one</u> of the elementary accountability measures and <u>one</u> of the middle school accountability measures, in order to be consistent with the standards to which elementary and middle schools are held.

5. Beginning with the next school year, schools will address Board Goal #2 *Equity*. Data for the 1994-95 school year will be disaggregated and will be considered baseline. Progress in reducing the gap will be reported in Summer 1996. Schools will be considered successful if they reduce the gap in a majority of the accountability measures for which disaggregated data is reported.

Schools will address:

- the gender gap (male/female)
- the socioeconomic gap (free and reduced lunch/paid lunch)
- the ethnic gap (African-American, Hispanic, White).

Schools will receive disaggregated data on the following accountability measures to assist in developing strategies and utilizing resources to reduce the gap.

High School
Algebra Pass Rate (Gr. 9)
WSAS Math Subtest (Gr. 10)
Mathematics Proficiency Examination (Gr. 11)

Middle School
WSAS Math Subtest (Gr. 8)

Elementary School
Third Grade Reading Test (Gr. 3)
ITBS - Math (Gr. 5)

In 1995-96, the district will have improved writing assessments in place and will provide disaggregated baseline data for schools, in order that schools may begin to address the equity gap in writing as well as mathematics and reading.

Strategic Plan Compatibility Statement

6. The accountability process supports the MPS strategic plan.

Statute, Board Policy or Rule Statement

7. This action adheres to the policies of the Board of School Directors, in particular, Section I - *Instruction*, Section J - *Students*, and K - *School-Community Relations*

Fiscal Impact Statement

8. There is no fiscal impact as a result of the modifications in the accountability process.

Implementation and Assessment Plan

9. The changes will be reflected in the Accountability reports for the 1994-95 school year.

Superintendent's Recommendations

That the Board approve the following adjustments to the MPS Accountability Plan:

a. The determination of whether a school is improving or not improving in each measure should be made by looking at the trend over time in that measure in order to compensate for minor fluctuations from year to year. A school will be considered "improving" on a measure if the current year's score surpasses the median score for the years for which data is available, not to exceed five years.

b. On measures for which a school meets or exceeds the district goal but the performance data does not increase, the performance should still be considered successful.

c. Attendance at the elementary level should be calculated for grades one and higher.

d. The middle school "promoted to the next grade" measure should be eliminated.

e. K-8 schools should be considered "High Achieving" if they meet the district goals in all but <u>one</u> of the elementary accountability measures and <u>one</u> of the middle school accountability measures .

Director De Bruin moved to approve the Superintendent's recommendations.

Director De Bruin moved to delete item a.

The motion failed for lack of a second.

Director Todd moved to refer the matter back to the administration.

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

Ayes—Directors Johnson, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—Directors De Bruin and Gardner—2.

* * * * *

(Item 6) Action on a Resolution by Director De Bruin to Amend the Board's Policy on Student Absences

Resolution

1. At its meeting on May 17, 1995, the Board referred the following resolution, which was introduced by Director De Bruin, to the Committee of the Whole for consideration in June:

WHEREAS, Under Wisconsin Stats. SS. 118.15(3) and 118.16(4), the School Board is directed to establish a written attendance policy specifying the reasons for which pupils may be permitted to be absent from a public school; and

WHEREAS, MPS's current attendance policy specifies a few particular reasons that are acceptable excuses for absences but provides no discretion to principals to excuse absences for other legitimate reasons even where the student completes the required work; and

WHEREAS, Girls who are MPS students who were absent to accompany a parent to work on "Take Your Daughter to Work" day were excused under an administrative directive that arguably was in violation of our current absences policy but was justified as consistent with our School-to-Work program; and

WHEREAS, Other occasions, such as sponsored travel, present themselves through which a student's education may benefit provided adequate provision is made regarding the student's classwork; now, therefore, be it

RESOLVED, That Policy 10.13 be amended by deleting the second sentence of the second paragraph and substituting therefore: "The principal may excuse absences for other reasons in advance at the parent's or guardian's request if adequate provision is made for the student to complete or make-up classwork that will take place during the absence and the principal is satisfied that the absence will contribute to the student's education.

2. The complete policy with the amendment proposed in the resolution reads as follows:

10.13 STUDENT ABSENCES AND EXCUSES

State law requires students, as Milwaukee residents, to attend school regularly (religious holidays excepted) during all scheduled hours to the end of the semester or school year in which the student becomes 18 years of age, graduates, or is relieved from school attendance with a legal excuse.

Legally, absences may be allowed for such legitimate reasons as pupil illness, death in the family, court appearances, designated religious holidays, medical appointment, family emergency, and driver's license examination. ~~School attendance laws do not recognize vacations, unauthorized work, or similar activities as excuses for absence~~. The principal may excuse absences for other reasons in advance at the parent's or guardian's request if adequate provision is made for the student to complete or make-up classwork that will take place during the absence and the principal is satisfied that the absence will contribute to the student's education.

The Board may permit students upon the principal's recommendation, to attend school part-time during the last school year preceding graduation from high school if the student is in good standing academically.

When students are absent, their parents or legal guardian shall be expected to notify the school immediately by telephone or by other means, if necessary. Such a contact will inform the school that the absence is a legal one and will eliminate further checking by the school office.

In all schools, if students have been absent, they shall be required to bring a written excuse, signed by a parent or legal guardian, when they report back to school.

In case of illness for more than three days or upon request of the school administration, a statement from the local health officer or nurse or attending physician may be required.

Adopted 6/30/75; revised 8/31/82; 3/29/95

REFERENCE PROCEDURES: 10.13, Student Absences and Excuses

Superintendent's Recommendation
That the Board determine what action it wishes to take with respect to the resolution.

Director Small moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

* * * * *

The Board recessed from 9:58 PM to 10:08 PM.

The Board adjourned at 10:30 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 28, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:32 PM.

Present—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Todd (7:41 PM) and President Bills—8.

Absent and excused—Director Small—1.

AWARDS AND RECOGNITIONS

Dr. Howard Fuller

WHEREAS, Dr. Howard Fuller has submitted his resignation as superintendent of the Milwaukee Public Schools after serving four years from 1991-1995; and

WHEREAS, During Dr. Fuller's tenure, the school district implemented changes to provide a more rigorous curriculum within the framework of the K-12 teaching and learning plan; and

WHEREAS, Examples of the establishment of more rigorous academic standards include: the Equity 2000 mathematics initiative which requires all ninth grade students to take algebra, elimination of remedial English classes, the establishment of new graduation proficiency examinations in writing and mathematics, and a redesigned science curriculum for grades K-12; and

WHEREAS, Under Dr. Fuller's leadership, the implementation of School-To-Work began in 1994-95, to give all of the Milwaukee Public Schools' students the knowledge and skills they need to make an effective transition from school to high-skill, high-wage jobs whether they attend college directly after high school or enter the workforce; and

WHEREAS, Dr. Fuller's vision for a system of schools guided changes in district policies and procedures in order to provide schools with more authority and responsibility, including decentralized decision making in curriculum development, personnel, professional development, and budget; and

WHEREAS, Dr. Fuller worked to enhance the involvement and empowerment of parents, students, staff, and the community, through a system of shared decision making; and

WHEREAS, A revised student discipline plan was established which places tougher penalties on students who disobey school rules and a school safety plan was implemented to ensure safe and secure school buildings; and

WHEREAS, A revised school selection plan was developed and implemented which allows more parents the option of having their children attend schools in their neighborhoods; and

WHEREAS, A long-range facilities master plan was developed to address the maintenance needs of aging school buildings as well as the upgrades needed to keep our students competitive for the twenty-first century; and

WHEREAS, a long-range strategic plan for technology was developed to improve student computer literacy, reduce administrative inefficiencies, and improve access to information, with significant progress made in implementing several major projects; and

WHEREAS, Dr. Fuller has continued to push for financial equity among school districts in Wisconsin; and

WHEREAS, A process for reviewing and approving innovative options for operating schools was established, with five innovative schools opening in the 1995-96 school year; and

WHEREAS, A School Accountability Plan was established and continues to be implemented which measures school progress based on student academic achievement and attendance data; and

WHEREAS, Dr. Fuller has shown through his vision, leadership, and actions his unrelenting commitment to, belief in, and love of the children of the City of Milwaukee; now therefore, be it

RESOLVED, That the Board of School Directors of the City of Milwaukee hereby expresses on its own behalf and on behalf of the staff, students, parents, and the community in general its appreciation to Dr. Fuller for his dedication and outstanding service to the public schools of Milwaukee; and be it

FURTHER RESOLVED, That the Board of School Directors extend to Dr. Fuller its best wishes for continued success in the future; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent records of the Board and that a framed copy be presented to Dr. Howard Fuller as a mark of the Board's appreciation.

On the motion of Director De Bruin the Board suspended Board rule 1.10 and adopted the resolution by unanimous consent.

The Audubon Middle School African Dance and Drum Group performed in honor of Dr. Fuller, who then addressed the Board.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

June 28, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Claim filed against the Milwaukee Public School Board and the City of Milwaukee by Mr. Thomas M. Jacobson, attorney, on behalf of Willie Harris, Jr., a minor, and his mother, Linda Robinson, for injuries allegedly sustained by Willie Harris, Jr. at the Washington High School on January 30, 1995.

Claim is made upon the Milwaukee Public Schools in the amount of $500,000. and against the City of Milwaukee in the amount of $500,000.

2. Notice of Injury and Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District and Milwaukee Board of School Directors, by Mr. Jeffrey A. Reitz, attorney, on behalf of

Brandon Hollinger, a minor, and his mother, Kimberly Hollinger, for injuries allegedly sustained by Brandon Hollinger at the Clara Barton Elementary School on October 6, 1993.

Claim is made in the sum of $850.

3. Notice of Injury and Claim for Damages filed against the City of Milwaukee; City of Milwaukee School Board and Hi -Mount Grade School, by Mr. Charles J. Hausmann, attorney, on behalf of Diane Lee who allegedly sustained injuries at the Hi-Mount Elementary School on February 2, 1995.

Claim is made in the sum of $19,500.

4. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District and Milwaukee Board of School Directors, by Mr. Jeffrey A. Reitz, attorney, on behalf of Paul Ross, a minor, and his mother, Tuwanda Ross, for injuries allegedly sustained by Paul Ross at the Bay View High School on October 25, 1994.

Claim is made in the sum of $4,500.

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.

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

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

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

Noes—None.

(Item 2) Request for Authorization to Settle a Lawsuit in which the District is Currently Involved (Bufkin v. Board of School Directors)

The Superintendent is requesting authorization to settle a lawsuit in which the district is currently Involved (Bufkin v. Board of School Directors). Appropriate documentation will be submitted at the time of the meeting.

Director De Bruin moved that the Board retire to executive session under the provisions of Section 19.85 (1) (g), Wisconsin Statutes, for the purpose of conferring with legal counsel regarding strategy to be adopted with regard to litigation in which the district is currently involved.

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

Ayes—7; Noes—0.

The Board retired to executive session at 7:10 PM.

The Board reconvened in open session at 8:05 PM.

COMMUNICATION FROM THE DIRECTOR OF BOARD GOVERNANCE

Consideration and Approval of an Employment Agreement for an Individual who may Serve as Superintendent of Schools

June 28, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on June 14, 1995, the Board authorized the President and Vice President to finalize the terms of employment and compensation to have Robert Jasna serve as Superintendent for a two-year term, with a final proposed agreement to come back to the Board at its meeting on June 28, 1995.

The President and Vice President have advised the Office of Board Governance that they are prepared to report to the Board on this matter.

NANCY R. NOESKE
Director, Office of Board Governance

Director Fisher moved that the Board retire to executive session under the provisions of Section 19.85 (1) (c), Wisconsin Statutes, to consider an employment agreement for an individual who may serve as Superintendent of Schools, including the term and structure of compensation.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 8:07 PM.

The Board reconvened in open session at 8:35 PM.

Director Fisher moved that the Board authorize the President to sign a contract with Mr. Robert Jasna for the term beginning July 1, 1995, through June 30, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, O’Neil, Sinicki, Todd and President Bills—7.

Noes—None.

Temporearily absent—Director Johnson—1.

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 Sinicki moved to accept the reports of the Independent Hearing Panel of May 30, May 31, June 5, (9:00 AM and 2:00 PM), June 6 (9:00 AM) and 2:00 PM), June 8 and June 12, 1995

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

Ayes—Directors De Bruin, Fisher, Gardner, O'Neil, Sinicki, Todd and President Bills—7.

Noes—None.

Temporearily absent—Director Johnson—1.

COMMITTEE OF THE WHOLE

Director Todd moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 10 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, O'Neil, Sinicki, Todd and President Bills—7.

Noes—None.

Temporearily absent—Director Johnson—1.

The Board resolved itself into a Committee of the Whole at 8:38 PM.

The Board rose from the Committee of the Whole at 10:23 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 10 of the Regular Items of Business.

The Board recessed from 10:22 PM to 10:30 PM.

REGULAR ITEMS OF BUSINESS

(Item 1) Approval of Partnership School Contracts for 1995-96

Administration's Analysis

1. The Division of Alternative Programs in April, 1995 issued a Request for Proposals for Alternative Programs to serve Children At Risk under Wisconsin Statute 118.153. The Milwaukee Public Schools received proposals from applicants requesting a total of $8,756,670 in funds. Requests exceeded available funds for contracting with agency programs by $1,660,484.

2. The proposals were judged according to the Request For Proposals published review criteria, the result of the Academy for Education Development evaluation study, and the student and program outcome criteria specified for programs serving children at risk.

3. For agencies not currently under contract with MPS, the application review focused on the quality of the agency's proposal, ability of the applicant to administer the program as proposed, the fiscal accountability and stability of the agency and the program's ability to meet identified service needs.

4. For agencies requesting a continuation of the current contracted program, the review and evaluations of the proposal focused on contract compliance, the qualitative and quantitative review conducted by AED, student outcome data for the 1994-95 school year, and identified district needs. Tentative recommendation were submitted to the Board on June 21, 1995.

5. Final recommendations are based on a review of the year end student outcome data gathered by the Division of Alternative Programs.

Strategic Plan Compatibility Statement

6. The recommendations support the Board goals related to academic achievement, equity, and fiscal responsibility.

Statute, Board Policy or Rule Statement

7. The funding recommendations adhere to the provisions established by Wisconsin Statute 118.153, the Children At Risk Law, Learnfare Waiver Saving Funds Guidelines, and the MPS Board Standards for Contracting with Partnership Schools.

Fiscal Impact Statement

8. The fiscal implication for each contract is noted under the recommendation. The total amount requested under this recommendation compares to $6,267,210 in funds approved for partnership school contracts during the 1994-95 school year.

Superintendent's Recommendation

That the Board of School Directors authorize the Division of Alternative Programs to award contracts to the following organizations:

a. One Year Contracts

Grades to be Served	Partnership School Proposal Applicant	1995-96 Proposed Seats	1995-96 Total Contract Cost
9-12	Assata/Social Development Commission	60	$327,900
6-8	Benito Martinez/SER-Jobs	60	327,900
9-12	Career Youth Development	65	355,225
6-12	Synergy/Lad Lake	60	327,900
6-8	United Community Center-Middle School	40	218,600

b. Two Year Contracts

Grades to be Served	Partnership School Proposal Applicant	1995-96 Proposed Seats	1995-96 Total Contract Cost
9-12	Aurora Weier/Bilingual High School	65	$355,225
5-6	Bruce Guadalupe/UCC	60	238,500
9-12	Cornerstone/Next Door Foundation	80	437,200
5-7	Fritsche LEAP Middle School	60	301,637
6-8	HR Academy	60	327,900
9-12	Learning Enterprise of Wisconsin	80	437,200
5-6	St. Francis Children's Center	20	79,500
6-8	Silver Spring Neighborhood Ctr.Turning Pt	65	355,225
9-12	Milwaukee Spectrum	80	437,200
6-8	Walker Middle School	40	201,091

c. Three Year Contracts

Grades to be Served	Partnership School Proposal Applicant	1995-96 Proposed Seats	1995-96 Total Contract Cost
9-12	Council For Spanish Speaking/Loyola Academy	70	$382,550
6-12	Northwest Oppr. Voc. Academy/Nova	75	409,875
9-12	Seeds of Health/Grand Alt. High School	120	655,800
9-12	Shalom High School	95	519,175
9-12	Spotted Eagle/Milw. Area Amer. Indian	50	273,250

The following changes were made from the tentative recommendations:

Milwaukee Spectrum — Decreased from 3 years to 2 years

Northwest Oppr. Voc. Academy/Nova — Increased from 2 years to 3 years and increased 5 seats

Shalom High School — Increased from 2 years to 3 years

Spotted Eagle/Milw. Area Amer. Indian — Increased from 2 years to 3 years

There were additional conditions attached to some of the contracts.

The award of multi-year contracts would be contingent on a legal opinion provided by the Office of the City Attorney. In the event the city attorney advises against multi-year contracts, MPS will contract with all recommended partnership schools on a one year basis.

Director De Bruin moved to approve the Superintendent's recommendations.

Director Gardner moved to amend the recommendation to increase the contracts for Cornerstone/Next Door Foundation and Learning Enterprise of Wisconsin from two to three year contracts, based on evaluations and discussion.

The motion failed for lack of a second.

Director Johnson moved to amend the recommendations to provide that no partnership contracts extend beyond two years.

The amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Todd and President Bills—5.

Noes—Directors De Bruin, Gardner and O'Neil—3.

Director Sinicki moved to amend the recommendations to provide that the Board of School Directors authorize the Superintendent to award contracted seats to the partnership schools as stated above, with the provision that the final number of allocated contract seats or contracted dollars will be modified as necessary based on available MPS funds resulting from the final state budget and/or to allow for the fiscal impact that the Governor's proposed budget of the Milwaukee Parental Choice Program has on the MPS per pupil funding.

Director De Bruin requested division of the question.

There being no objection, the request was granted.

The question being on adoption of the amendment to provide that the Board of School Directors authorize the Superintendent to award contracted seats to the partnership schools

as stated above, with the provision that the final number of allocated contract seats or contracted dollars will be modified as necessary based on available MPS funds resulting from the final state budget, the amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, O'Neil, Sinicki, Todd and President Bills—6.

Noes—Directors De Bruin and Gardner—2.

The question being on adoption of the amendment to provide that the final number of allocated contract seats or contracted dollars will be modified as necessary based on the fiscal impact that the Governor's proposed budget of the Milwaukee Parental Choice Program has on the MPS per pupil funding, the amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Todd and President Bills—7.

Noes—Director Gardner—1.

Director Sinicki moved to amend the recommendations to provide that partnership schools either accept the choice school voucher or the partnership school contract dollars, but not both sources of funding for an individual student.

The amendment was adopted, the vote being the same as that preceding:

Ayes—7; Noes—1.

The question being on the recommendations as amended, they were adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Todd and President Bills—8.

Noes—None.

* * * * *

(Item 2) Action on Responses to the City of Milwaukee Ad Hoc School Bus Safety Task Force and a Communication from Shelby Jean regarding School Bus Transportation

Administration's Analysis

1. At the March 27, 1995, Finance and Facilities Committee Meeting, Ms. Shelby Jean submitted a report and spoke to the School Board concerning transportation issues. Ms. Jean forwarded the following recommendation for consideration.

- Require the use of video cameras on buses.
- Improve communication of transportation policies to parents, administrators, bus companies and drivers, and broaden efforts to reach them.
- Expand the K3-K4 transportation policy to include all K5 students.
- Expand driver training programs, and encourage actions that reduce the high turnover rate of drivers.
- Require the bus company name and phone number to be placed at the back of the bus to allow people to report unsafe driving practices.

The Committee directed the administration to report back to the School Board with an analysis of the issues raised by Ms. Jean.

2. At the May 31, 1995, School Board Meeting, the Report of the Ad Hoc School Bus Safety Task Force of the City of Milwaukee was transmitted to the School Board. The Task Force was directed to "review all factors that are relevant to reducing the incidence of school bus crashes, specifically including a review of school bus driver training programs and the causes of the recent increase in school bus crashes."

Specific recommendations of the Task Force were:

- Enhance the training efforts of the school bus drivers, especially in areas of defensive driving and effective pupil management programs.
- Reduce the rate of bus driver turnover by promoting bus driver recognition programs and enhancing the status of bus drivers at schools and in the community.
- Establish safe-driving campaigns for school bus drivers and other motorists. Target buses for compliance with traffic-laws. Change state TRANS 300 administrative code to allow the bus company name and phone number to be displayed at the rear of the bus.
- Promote proper bus behavior on school buses. Schools, teachers, PTA/PTSA, parents, and the community should consider programs that address school bus safety issues.

3. Pupil Transportation Services (PTS) staff participated in the Ad Hoc Task Force, and had substantive discussions with Ms. Jean. The administration concurs with many of the findings presented in the Ad Hoc Task Force report, and Ms. Jean's recommendations. Pupil Transportation Services will continue to work with bus contractors to improve the quality of service provided, especially in the areas of improving driver training and reducing bus driver turnover.

Communicating the importance of bus safety to students, parents, schools and the community is a major initiative of Pupil Transportation Services. Schools will provide training for all students in proper bus behavior each year. Schools will incorporate school bus safety into the existing curriculum.

Pupil Transportation Services will expand its efforts to communicate with parents information about the transportation system. Various medium, including, the electronic media will be used.

Ms. Jean recommended the installation of video cameras on school buses. School districts that have used cameras have experienced mixed results. MPS piloted the use of cameras in ten (10) vehicles this year. Results also have been mixed. At approximately $1,200 per camera, it would be extremely costly to equip 1,500 vehicles.

Ms. Jean also recommended that the current policy for K3-K4 kindergarten students be expanded to all five year old kindergarten students. The current policy for K3-K4 kindergarten students is that if a responsible adult is not at the bus stop to receive a child, the bus company will attempt to contact the parent or guardian. If unsuccessful, the bus company will transport the child to the MPS administration building. Pupil Transportation Services has directed bus companies and bus drivers that no student should be dropped off at a corner if the bus driver believes conditions are unsafe. Students will be transported to the MPS Child Center in the MPS administration building for pick-up by their parents. In 1994-95, there were more students K5 and above dropped off at the MPS Child Center then K3-K4 students.

Pupil Transportation Services, working with the Milwaukee Safety Commission, will conduct a public campaign to inform parents of their need to properly identify their student and to meet them at their bus stop. Materials provided by PTS will also include information to parents.

Strategic Plan Compatibility Statement

4. A safe and orderly bus ride is consistent with the district's objective of safe and orderly schools.

Statute, Board Policy or Rule Statement

5. A requirement that school bus safety be taught annually to all students to all students is consistent with Board policy 9.02 (File IAA), *Instructional Priority Objectives*.

Fiscal Impact Statement

6. There will be additional costs for bus driver training, printed materials, and media campaigns. Funds to support these efforts will come from grants, private donations, and if necessary reallocation of existing funds.

Implementation and Assessment Plan

7. In regard to Ms. Shelby Jean's concern for the safety of K5 children, the administration will continue to direct bus companies and bus drivers that no student should be dropped off at a corner if the bus driver believes conditions are unsafe. The children will be transported to the MPS Child Center.

8. In regard to the recommendations of the *Ad Hoc School Bus Safety Task Force*, the administration will:

- continue to work with bus contractors to improve the quality of service, especially in the areas of improving driver training and reducing driver turnover.
- communicate the importance of bus safety to students, parents, schools, and the community.
- incorporate school bus safety into the existing school curriculum.
- expand communication with parents about the transportation system.
- conduct a public campaign to inform parents of their need to properly identify their children and to meet them at their bus stop.

9. The administration will communicate the results of the *Ad Hoc School Bus Safety Task Force* to Ms. Shelby Jean.

10. The administration will report annually to the School Board its progress in promoting school bus safety.

Superintendent's Recommendation

That the administration continue to work with all segments of the community (parents, police, bus companies, schools, etc.) to advance school bus safety.

Director De Bruin moved that the administration seek an opinion from the City Attorney as to whether the Board could require through its contracts that buses display their name and phone number to be visible from behind them.

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

Ayes—8; Noes—0.

Director De Bruin moved that the administration be directed to report to the Board at its first August meeting on the pros and cons of adjusting policy 504L regarding kindergarten drop-offs to include children through age 6.

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

Ayes—8; Noes—0.

* * * * *

(Item 3) Action on a Request for Authorization to Participate in a Joint Energy Conservation Project with the City of Milwaukee and the Wisconsin Electric Power Company
This item initiated by the Superintendent

Administration's Analysis

1. Since 1990, the Ten-Year Capital Plan has always contained projects designed to increase conservation of energy. These projects have resulted in rebates to the district in excess of 1 million and

have resulted in stabilizing or reducing overall energy costs. The FY96 budget includes projects totaling $500,000 with anticipated revenue of $200,000 as a result of their completion.

2. During the past several months, the Administration has been in discussions with the City of Milwaukee Comptroller's Office, the City Attorney's Office and the Wisconsin Electric Power Company (WEPCO) relative to a proposed system-wide relighting project. This project would involve the retrofit of approximately 158,000 lighting fixtures in all of the schools throughout the district. This retrofit would include replacement of the existing lamps and ballasts with new T-8 electronic lamps and ballasts, removing one or more lamps per fixture, and installing new reflectors. The project would be completed during FY96. Total cost of the project is projected at $8,668,155.

Strategic Plan Compatibility Statement

3. The recommendations under this proposal are 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 an Intergovernmental Cooperation Agreement. In addition, action by the Board is required to request action by the Common Council.

Fiscal Impact Statement

5. Implementation of the project will result in an annual energy savings of $909,227. These savings will be used to repay the funds to be borrowed by the City of Milwaukee to finance the project. In addition, WEPCO has indicated that the project will generate a rebate totaling $3,000,000. As a result, there will be no fiscal impact for the Board since the total cost of the project will be offset by the energy savings and rebate from WEPCO.

If utilities are decentralized in the FY96 budget, each school budget will be adjusted to correspond to its portion of the project. The adjustment will be based on the school's energy savings.

Implementation and Assessment Plan

6. The project will be implemented and completed during FY96. The contract documents will be developed by the Division of Facilities and Maintenance Services and bids solicited from contractors. The $3,000,000 rebate will be paid out over the duration of the project as work is completed.

Upon receipt of bids and award of contracts, the City of Milwaukee will borrow the funds as needed to proceed with the project. An amount not to exceed $6,000,000 in borrowing will be required.

Superintendent's Recommendation

That the Board authorize the administration to proceed with development and implementation of a project with WEPCO and the City of Milwaukee to retrofit lighting fixtures at all schools.

Director De Bruin moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

* * * * *

(Item 4) Action on Proposed Lease Agreements for the Milwaukee School Of Entrepreneurship, New School for Community Service, and Relocated Kilmer Alternative School

Administration's Analysis

1. At its meeting of January 25, 1995, the Board approved the innovative school proposal for the Wisconsin Conservatory of Life-Long Learning tentatively to be located at Kilmer School. The alternative

programs at Kilmer were to be relocated at leased sites in order to accommodate re-opening of the site as an elementary school.

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

3. During the past several months, the Administration has been working with numerous real estate agencies to explore potential sites for the location of the programs. In addition, negotiations have been ongoing relative to actual lease conditions and costs. The Administration has now found locations for all of the programs and has nearly concluded all lease negotiations for these locations. Approval is now needed to permit the owners to proceed with the building modifications required for each of the programs. The locations for each site are as follows:

a. New School For Community Service - 734 North Eighth Street

b. Milwaukee School of Entrepreneurship - 6914 West Appleton Avenue

c. Kilmer South - 4807 South Second Street

4. All of the proposed lease agreements are multi-year leases subject to annual approval of future funding in the budget by the Board. All of the leases are "full-service" leases which include all janitorial services, maintenance and repairs, utility costs, snow and rubbish removal, and security services as needed. The lease costs were calculated to amortize the costs of the leasehold improvements over the term of the lease. All include provisions for termination by either party, although the Board will be responsible for the unamortized costs of the improvements should it terminate the lease prior to the end of the term of the lease. Each of the owners has assured the Administration that the space will be ready for occupancy for the start of the new school year assuming approval at the June 28, 1995, meeting.

The Administration will be finalizing the details of each lease prior to the June 28, 1995 meeting and will furnish the Board with additional information at that time relative to each site. Appropriate staff will be available at that time to answer any questions that may arise.

Strategic Plan Compatibility Statement

5. 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

6. At its meeting of June 4, 1992, the Board adopted new facility standards which reaffirmed and supplemented its policies relating to school buildings and sites adopted on September 30, 1980 (Proc., pp. 911-917) and reaffirmed on November 24, 1986. Contained in these standards was the following related to leases:

> ". . .That, as a general practice, the utilization of leased facilities be discontinued as soon as possible and the programs be housed in permanent school facilities as space becomes available. . . ."

At the present time, compliance with this policy is generally followed. It must be noted, however, that as new programs are created through the Innovative Schools process, or expansion of existing program occurs, leased spaced will be utilized more frequently since space does not exist in the current school plant.

Fiscal Impact Statement

7. Estimated lease costs were developed during the FY96 budget deliberations. Funds for building rental were included in the FY96 budget based upon these estimates. Additional funds will be required to be transferred from other sources in order to reflect actual negotiated costs. In addition, consideration of additional funds in future budget development will be necessary to reflect the negotiated future lease costs.

Implementation and Assessment Plan

Does not apply.

Superintendent's Recommendation

That the Board approve the leases for the following locations:

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

b. For the former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a base cost of $85,735.

c. For the property at 4807 South Second Street to house Kilmer South at a base cost of $591,280.

Director Todd moved that the item be returned to the administration for a more complete financial analysis.

The motion prevailed, the vote being as folows:

Ayes—Directors De Bruin, Fisher, Johnson, Sinicki, Todd and President Bills—6.

Noes—Directors Gardner and O'Neil—2.

* * * * *

(Item 5) Report on the Status of the Three-Year School Safety Plan

At the direction of the Board of School Directors in a February 1992 meeting, a School Discipline Task Force was developed. The task force formulated a School Discipline Plan. As a result, a Three-Year Safety Plan was developed to support the discipline plan and related safety issues.

From its inception in 1992, to its current status in 1995, the safety plan has addressed numerous areas of concern. However, the areas that were targeted were weapons, gang activities, fighting, battery and vandalism, as these areas most affected the safety of the school environment.

The Divisions of School Safety, Psychological Services and Facilities and Maintenance Services, in a joint effort, worked to achieve the goal of providing a safe-school environment.

Progress has been made in all areas set forth in the initial safety plan, but especially in the areas of weapons, gang activities, fighting and vandalism, which have seen a steady decline during the past three years.

The School Discipline Task Force will continue to work towards the initial goal of providing a safe school environment and will solicit the support of all district personnel, so that progress will continue in the area of safety.

* * * * *

(Item 6) Report on the MPS Information Plan

In September 1993, the Milwaukee Board of School Directors adopted the Long Range Strategic Plan for Technology. A major initiative under the Plan is the development of a district Information Plan. The purpose of an Information Plan is to document information needs, origins, uses, and other requirements in order to guide the development of information delivery systems.

In October 1994, MPS contracted with Coopers & Lybrand along with their HUB partner, M.L. Tharpes and Associates, to assist us in developing the Information Plan. The development of the

Information Plan has been completed. The process to develop the Information Plan incorporated a high level of involvement of MPS staff from all levels within the district.

The Executive Technology Review Committee analyzed the final draft of the Information Plan. Their analysis found that Information Plan provides:

- a process for reviewing and improving efficiencies in managing information;
- a school-by-school and department-by-department technology profile which will be used to support strategic planning;
- a platform for collaborative planning by schools and the district;
- a model to improve timely access to information for MPS staff;
- a model for the school technology roll out with realistic cost estimates;
- a student/classroom/school centered view of technology for MPS.

The completed documentation of the MPS Information Plan is available for review. An executive summary of the plan is attached.

The MPS Information Plan supports district goals for *STUDENT ACHIEVEMENT* by improving students' ability to fully participate in tomorrow's world by expanding access to technology resources and by engaging students as active learners through the use of technology in the learning process.

The MPS Information Plan furthers the district goals for *EQUITY* by providing a model for the roll out of technology which assures that all students will have equitable access. The Information Plan establishes a basic and goal technology infrastructure to be implemented at schools in conjunction with school based decision making efforts.

The MPS Information Plan provides strategies to achieve the *FISCAL RESPONSIBILITY* goals of the district by working in the context of the *Strategic Plan for Technology* and the *Information Plan* to facilitate decision making in a predictable framework.

The MPS Information Plan outlines a strategy for achieving the school technology roll out recommended in the Long Range Strategic Plan for Technology. Each year, the Department of Technology and the Executive Technology Review Committee will bring forth recommendations within the budget process, including financial estimates, to further the implementation.

* * * * *

(Item 7) Report on Current Legislative Activities

The Superintendent presented an update on current legislative activities.

(Item 8) Administrative Appointments and Promotions

The Superintendent recommended that the following individuals be appointed to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Minnie Pulliam-Novy	Principal Madison High School	Schedule III, Range 15C $70,000
(nr)	James Wegman	Assistant Director of Finance-Fiscal Operations Department of Finance	Schedule III, Range 12A $68,000

(r) resident
(nr) non-resident

Director Gardner moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 9) Consideration and Possible Action on Options for a Special Election to Fill the Pending Vacancy on the Board (District 6: Director De Bruin)

Note: Since this item was prepared, the City attorney has issued an option indicating that the Board must wait until the seat is actually vacant to issue the order for the election. Therefore, the Fall #1 option listed below is not available to the Board.

Office of Board Governance Analysis

1. Director David De Bruin has submitted his resignation from the Board, effective August 30, 1995. Because Director De Bruin's seat will not come up for election until the Spring of 1997, the Board may wish to consider calling a special election to fill the vacancy for the unexpired term.

2. The Office of Board Governance has reviewed the options available to the Board for a special election. The Board can either call a special election for this fall, at its own expense, which is estimated to be approximately $35,000 each for a primary and an election, or, it can order a special election to be held concurrently with the general spring elections, at no cost to the Board.

3. It should be noted that when a special election is called which does not occur concurrently with a general election, the maximum time allowed by statute for circulating nomination papers is 21 days, and can be as short a 6 days, depending upon when the order is issued. When a special election is called to run concurrently with a general election, the time for circulating nomination papers can range up to 57 days.

4. With regard to a special fall election, it is unclear whether the Board can order a special election before Director De Bruin's resignation becomes effective. A City Attorney's opinion has been requested and will be available in time for the Board meeting.

Options

5. The following table lists the options available to the Board, including calling a special election prior to the resignation becoming effective. More detailed information regarding the calculation of the dates is attached.

	Fall #1	Fall #2	Spring
Order Issued by Board	Between July 25 and Aug. 9	Between Aug. 31 and Sept. 5	Between Nov. 6 and Dec. 19
Earliest Date to Circulate Nomination Papers	Date the Board votes to call an election	Date the Board votes to call an election	Date the Board votes to call an election
Latest Date to File Nomination Papers	Aug. 15	Sept. 12	To be specified in order, but no earlier than Nov. 1 and no later than Jan. 2
Date of Primary (if needed)	Tues., Sept. 12	Tues., Oct. 10	Tues., Feb. 6
Date of Election	Tues., Oct. 10	Tues., Nov. 7	Tues., Mar. 19
Estimated Cost to Board of Primary (if needed)	$35,000	$35,000	0
Estimated Cost to Board of Election	$35,000	$35,000	0
Comments	Assumes order can be issued before resignation is effective. Second earliest Tuesday to hold election (earliest is day after Labor Day).	Earliest Tuesday to hold election, if order cannot be issued until resignation is effective (assumes Board will issue order on Aug. 31)	Dates for nomination papers for general election do not apply. Sec. 8.50 (rather than 8.10) sets the dates for special elections.

Action
An appropriate motion for the Board at this time would be to direct the Board Clerk to prepare an order for a special election on [insert date] to be submitted for Board action in accordance with the Statutory provisions.

Director De Bruin moved that the ordering of a special election for District 6 be placed on the agenda for a Board meeting during the month of November, 1995.

Director Sinicki moved to hold the matter at the Board level for consideration at a special meeting of the Board to be called for August 30, 1995, immediately following the regular Board meeting.

The amendment failed of adoption on a tie vote:

Ayes—Directors Fisher, Sinicki, Todd and President Bills—4.

Noes—Directors De Bruin, Gardner, Johnson and O'Neil—4.

The question being on the motion to place the item on the November, 1995 agenda, it failed on a tie vote:

Ayes—Directors De Bruin, Gardner, Johnson and O'Neil—4.

Noes—Directors Fisher, Sinicki, Todd and President Bills—4.

* * * * *

(Item 10) Consideration and Possible Action regarding the Initiation of the Sunset Provision for School Based Management contained in Section XIII of the Board-MTEA (Teachers) Contract

Part XIII (4) of the Board-MTEA contract (Teachers) provides for a sunset of the contract provisions relating to School Based Management.

If the Board wishes to exercise this option this year, it must do so by July 1, 1995.

The specific contract provisions are as follows:

4. Either the Board or the MTEA must notify the other, in writing, no sooner than July 1, 1994, if it intends to sunset the provisions of Part XIII. The section will sunset no sooner than July 1, 1995. It is agreed that neither party will submit notice of sunset earlier than July 1, 1994. This is intended to permit SBM to continue for at least one (1) year after the notice of the sunset.

If either party invokes the sunset notice, it is agreed that the MTEA and MBSD will agree to met within sixty (60) days from the notice for the purpose of trying to arrive at successor contract language.

If the MTEA and the MBSD are unable to arrive at mutually agreeable terms, the language in Part XIII will sunset one (1) year after the date of the written notice.

Director Sinicki moved that the administration report back to the Board at its July meeting on the pros and cons of sunsetting the SBM provision in the MTEA contract.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

NEW BUSINESS

Director Fisher moved that the Board elect a Superintendent of Schools for a term ending June 30, 1997.

There being no objection, and in accordance with the provisions of Wisconsin Statutes, Section 119.32 (1), the Board proceeded to vote by roll call for a Superintendent of Schools for a two year term ending June 30, 1997.

Director De Bruin .....Robert Jasna
Director Fisher .....Robert Jasna
Director Gardner .....Robert Jasna
Director Johnson .....Robert Jasna
Director O'Neil .....Robert Jasna
Director Sinicki .....Robert Jasna

Director Todd.....Robert Jasna
President Bills.....Robert Jasna

Robert Jasna—8

Mr. Robert Jasna, having received the vote of a majority of the members of the Board, the President declared him duly elected to serve as Superintendent of the Milwaukee Public Schools for a term ending June 30, 1997.

Mr. Jasna addressed the Board.

COMMUNICATIONS AND PETITIONS

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

Communication from the Public Accountants regarding the release of addresses and telephone numbers of MPS households.

Referred to the Committee on Legislation and Rules.

Communication from the Public Accountants regarding the content of meeting agendas made available to the public.

Referred to the Committee on Legislation and Rules.

Communication from the Public Accountants regarding public hearings during Board meetings.

Referred to the Committee on Legislation and Rules.

Communication from the Public Accountants regarding Board approval of Chapter 1 grants and proposals.

Referred to the Committee on Legislation and Rules.

Communication from Woodson Academy requesting a hearing on their alternative school proposal.

Referred to the Committee of the Whole.

RESOLUTIONS

By Director Gardner:

WHEREAS, The Compact for Educational Opportunity ceases operating on June 30, 1995; and

WHEREAS, Milwaukee Public Schools and other school districts in the Greater Milwaukee area are committed to expanding educational opportunities that meet standards of excellence, equity, and fiscal responsibility for all students; and

WHEREAS, A number of school districts have identified the Office of the Ombudsperson as a significant and positive agency in assisting students, parents, teachers, administrators, and other parties in resolving confusions, disagreements, complaints, and disputes; and

WHEREAS, The total costs of the Office of the Ombudsperson are very small; and

WHEREAS, The total allocation of Milwaukee Public Schools to the Office of the Ombudsman is only five thousand dollars ($5,000); and

WHEREAS, The Cooperative Educational Service Agency #1, (CESA #1) has agreed to assume interim managerial and administrative support services to continue the services of the Office of the Ombudsperson, contingent on appropriate contractual arrangements with school districts; and

WHEREAS, CESA #1 is established to manage and administer programs appropriate to inter-district cooperation; and

WHEREAS, Without an appropriate and immediately available agency to manage and support the Office of the Ombudsperson, that Office may sustain significant and costly losses in staff and operation; now, therefore, be it

RESOLVED, That the Board authorize the Superintendent to contract with the Cooperative Educational Service Agency #1 or, if this is not feasible, directly with other interested school districts, to provide up to five thousand dollars ($5,000) services to retain current staff of the Office of the Ombudsperson, whose employment and functions with the Chapter 220 Inter-District Transfer Program end on June 30, 1995.

Director Gardner moved to suspend Board rule 1.10 (1) in order to permit immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner Johnson, O'Neil, Sinicki, Todd and President Bills—8.

Noes—None.

Director De Bruin moved adoption of the resolution.

Director Gardner moved to amend the resolution by striking and adding language as follows:

RESOLVED, That the Board authorize the Superintendent to contract with the Cooperative Educational Service Agency #1 or, if this is not feasible, directly with other interested school districts, to provide up to five thousand dollars ($5,000) ~~services~~ to retain ~~current staff~~ the services of the Office of the Ombudsperson, ~~whose employment and functions with the Chapter 220 Inter-District Transfer Program end on June 30, 1995~~.

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

Ayes—8; Noes—0.

Director De Bruin moved to defer consideration of this resolution pending further developments of the proposed structure for the Ombudsperson, and that the resolution be brought back to the Board at that time.

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

Ayes—Directors De Bruin, Fisher, Johnson, O’Neil, Sinicki, Todd and President Bills—7.

Noes—Director Gardner—1.

By Director Sinicki:

WHEREAS, The Bay View Redcat Academy was established to serve "at risk" students; and

WHEREAS, The Bay View Redcat Academy is an effective alternative education program providing NJROTC, construction and technical specialty training; and

WHEREAS, The Bay View Redcat Academy construction specialty, in its first year of operation, completed the largest rehabilitation project ever attempted by students in the Milwaukee Public Schools; and

WHEREAS, The Bay View Redcat Academy has the number one Naval Career Academy in the United States according to NJROTC national coordinators; and

WHEREAS, Funding for the Bay View Redcat Academy is no longer available through a federal grant sponsored by the Department of Defense; and

WHEREAS, No funds were allocated for the program in the 1995-96 Milwaukee Public Schools budget; and

WHEREAS, Current projections indicate a year-end surplus in the 1994-95 School Operations Fund; and

WHEREAS, Discontinuation of the Bay View Redcat Academy would be detrimental to the educational needs of the children served by the program; now, therefore, be it

RESOLVED, That $100,000 from the 1994-95 year-end surplus be carried over to the 1995-96 budget for the Bay View Redcat Academy for the 1995-96 school year; and be it

FURTHER RESOLVED, That future funding after the 1995-96 school year for the Bay View Redcat Academy be considered in conjunction with other innovative school funding proposals.

Referred to the Committee of the Whole for analysis and consideration at a future Board meeting.

By President Bills:

WHEREAS, The Milwaukee Board of School Directors has observed a moment of silence every month since January 1994, to remember students killed in that month; and

WHEREAS, The Milwaukee Public Schools has had, over the years, a peace curriculum, a non-violence curriculum, human relations classes in the high schools, peer mediation, and an increasing budget commitment to safety; and

WHEREAS, Mahatma Gandhi, Dr. Martin Luther King, Jr., Rev. Desmond Tutu and others have made the quest for peace, nonviolence and justice their life's work; and

WHEREAS, We are celebrating the 50th anniversary of the founding of the United Nations this year in San Francisco where countries came together fifty years ago after World War II in the pursuit of peace; and

WHEREAS, On December 10, 1948, the United Nations adopted the Universal Declaration of Human Rights to promote "universal respect for and observation of human rights and fundamental freedoms;" and

WHEREAS, In the Education for the 21st Century document, the Board says it wants all students to be able to engage in the "practice of freedom," to improve it for present and future generations, and to be creative, energetic and responsible citizens, involved in transforming their community and world; and

WHEREAS, It is the expectation of this Board that our "graduates should understand their responsibility to the community and be willing to work for the community's health and well being"; and

WHEREAS, December is traditionally a time of hope and peace on earth and good will to men and to women and to children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors declare December 10 through the birthday celebration of Dr. Martin Luther King, Jr. of every year as Peace Month; and be it

FURTHER RESOLVED, That all Milwaukee Public Schools create activities through the month which promote peace, human rights and fundamental freedoms.

Referred to the Committee of the Whole for analysis and consideration at a future Board meeting.

Director Todd moved to reconsider Item 9 of the Regular Items of Business (special election to fill a pending vacancy on the Board), and to place the question on the minutes of an appropriate agenda of the Board, at the discretion of the President.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, O'Neil, Sinicki, Todd and President Bills—7.

Noes—None.

The Board adjourned at 11:42 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 14, 1995

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

Present—Directors De Bruin, Gardner, Johnson (6:05 PM), O'Neil, Sinicki, Small, Todd (6:04 PM) and President Bills—8.

Absent and excused—Director Fisher—1.

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

July 12, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the meeting of the Board of School Directors originally scheduled to be held at 5:00 PM, Friday, July 14, 1995, has been rescheduled to meet at 6:00 PM, Friday, July 14, 1995, and orignally to be held in Room 103, will be held in the Auditorium at the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on proposed lease agreements or other arrangements for space for the Milwaukee School of Entrepreneurship, New School for Community Service, and Relocated Kilmer Alternative School.

The Board will recess from its leadership training session scheduled for 4:00 PM this same afternoon in order to conduct this meeting, and then reconvene in its leadership session upon conclusion of this meeting.

NANCY R. NOESKE
Director, Office of Board Governance

Change in Meeting Time and Location

Action on Proposed Lease Agreements for the Milwaukee School of Entrepreneurship, New School for Community Service, and Relocated Kilmer Alternative School

Administration's Analysis

1. At its meeting of January 25, 1995 (Proc., pp. 365-368), the Board approved the innovative school proposal for the Wisconsin Conservatory of Life-Long Learning tentatively to be located at Kilmer School. The alternative programs at Kilmer were to be relocated at leased sites in order to accommodate re-opening of the site as an elementary school.

2. At its meeting of March 29, 1995 (Proc., pp. 466-468; 472), the Board approved innovative school proposals for the New School For Community Service and the Milwaukee School of Entrepreneurship at sites to be determined. Both schools were to be funded at the same per pupil level as other high schools.

3. During the past several months, the Administration has been working with numerous real estate agencies to explore potential sites for the location of the programs. In addition, negotiations have been

ongoing relative to actual lease conditions and costs. The Administration has now found locations for all of the programs and has nearly concluded all lease negotiations for these locations. Approval is now needed to permit the owners to proceed with the building modifications required for each of the programs. The locations for each site are as follows:

a. New School For Community Service - 734 North Eighth Street

b. Milwaukee School of Entrepreneurship - 6914 West Appleton Avenue

c. Kilmer South - 4807 South Second Street

4. All of the proposed lease agreements are multi-year leases subject to annual approval of future funding in the budget by the Board. All of the leases are "full-service" leases which include all janitorial services, maintenance and repairs, utility costs, snow and rubbish removal, and security services as needed. The lease costs were calculated to amortize the costs of the leasehold improvements over the term of the lease. All include provisions for termination by either party, although the Board will be responsible for the unamortized costs of the improvements should it terminate the lease prior to the end of the term of the lease. Each of the owners has assured the Administration that the space will be ready for occupancy for the start of the new school year assuming approval at the June 28, 1995, meeting.

The Administration will be finalizing the details of each lease prior to the June 28, 1995, meeting and will furnish the Board with additional information at that time relative to each site. Appropriate staff will be available at that time to answer any questions that may arise.

Strategic Plan Compatibility Statement

5. 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

6. At its meeting of June 4, 1992, the Board adopted new facility standards which reaffirmed and supplemented its policies relating to school buildings and sites adopted on September 30, 1980 (Proc., pp. 911-917) and reaffirmed on November 24, 1986. Contained in these standards was the following related to leases:

> ". . .That, as a general practice, the utilization of leased facilities be discontinued as soon as possible and the programs be housed in permanent school facilities as space becomes available. . . ."

At the present time, compliance with this policy is generally followed. It must be noted, however, that as new programs are created through the Innovative Schools process, or expansion of existing program occurs, leased spaced will be utilized more frequently since space does not exist in the current school plant.

Fiscal Impact Statement

7. Estimated lease costs were developed during the FY96 budget deliberations. Funds for building rental were included in the FY96 budget based upon these estimates. Additional funds will be required to be transferred from other sources in order to reflect actual negotiated costs. In addition, consideration of additional funds in future budget development will be necessary to reflect the negotiated future lease costs.

Implementation and Assessment Plan

Does not apply.

Superintendent’s Recommendation

That the Board approve the leases for the following locations:

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

b. For the former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a base cost of $85,735.

c. For the property at 4807 South Second Street to house Kilmer South at a base cost of $591,280.

* * * * *

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on proposed lease agreements or other arrangements for space for the Milwaukee School of Entrepreneurship, New School for Community Service, and Relocated Kilmer Alternative School.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Gardner, O'Neil, Sinicki, Small, Todd and President Bills—7.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:05 PM.

The Board rose from the Committee of the Whole at 7:12 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given public hearing on proposed lease agreements or other arrangements for space for the Milwaukee School of Entrepreneurship, New School for Community Service, and Relocated Kilmer Alternative School.

Director De Bruin moved that the Board approve the lease agreements.

Director Gardner moved to amend the lease agreements by adding the following language:

1. That all custodial and maintenance work, as now defined in the MPS contract with Service Employees International Union, Local 150, at the proposed sites be performed by members of the Service Employees International Union, Local 150.

2. That the wages and benefits of custodial and maintenance staff at the proposed sites be compensated at the levels of wages and benefits established in the current contract between the Service Employees International Union, Local 150 and the Milwaukee Public Schools.

Director De Bruin moved to amend the amendment by deleting the first part.

The motion failed for lack of a second.

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

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

The question being on approval of the leases as amended, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Gardner, Johnson, O'Neil, Sinicki, Small and Todd—7.

Noes—President Bills—1.

The Board adjourned at 7:24 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 26, 1995

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

Present—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd (7:20 PM) and President Bills—8.

Absent and excused—Director Gardner—1.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following student for her exemplary record of academic and artistic achievements, and for her numerous awards and achievements.

SADIE STOTMEISTER
1995 Graduate
Milwaukee High School of the Arts

The principal of Milwaukee High School of the Arts calls Sadie a bright, talented, and gifted student. She studies diligently for her classes and the many artistic performances she is involved in throughout the year. In addition, Sadie is a member of academic clubs and athletic teams, and volunteers her time working to benefit the community. She majored in theater and graduated in June from MHSA.

Sadie recently was named a Presidential Scholar in the Arts – one of only 20 students nationwide to receive this prestigious honor, and the first student from the Milwaukee Public Schools to achieve this distinction. Being chosen a Presidential Scholar is the highest federal honor bestowed upon graduating high school seniors. Presidential Scholars in the Arts are selected based on exceptional talent in the visual, creative, and performing arts, as well as on academic accomplishments, leadership skills, and contributions to school and the community. As a Presidential Scholar, Sadie traveled in June to Washington, D.C. to meet President Bill Clinton and attend White House ceremonies honoring this year's scholars. Sadie also had the unique opportunity to perform at the Kennedy Center in Washington.

In addition to these distinctions, Sadie participated on numerous academic and athletic teams while at Milwaukee High School of the Arts. She was a superior member of the forensics team, and a state semi-finalist in the 1995 State Forensic Competition. She was the captain of the girls' varsity cross country team, and the 1993 all-city conference runner in cross country. She was a member of the National Honor Society and served as the club's treasurer. She also was involved in numerous theater productions throughout her high school years, including performing the lead in the 1995 hit, "Damn Yankees."

Sadie's activities and accomplishments continue well after the school day ends. She is a member of the Trinity Irish Dancers, which keeps her busy performing throughout the city, including frequently entertaining elderly at nursing homes, and a 1990 stint on the Tonight Show. And in addition to being an accomplished dancer, Sadie also has played violin for the past 10 years, achieving the rank of second violin

in the Milwaukee Youth Symphony Orchestra. During the summers, Sadie has worked as a lifeguard and assistant swim instructor for the Milwaukee Public Schools.

Sadie graduated from the Milwaukee High School of the Arts in June 1995, and will be attending the University of Wisconsin-Madison in fall, where she plans to major in television/radio broadcasting.

The Board of School Directors and the entire school community recognizes Sadie for her many accomplishments.

* * * * *

SUPERINTENDENT'S COMMUNICATION

July 26, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

The 1995-97 State of Wisconsin Biennial Budget (AB 150) has been adopted by the Legislature and signed by the Governor. Our analysis of this budget shows that it contains the following provisions regarding private school choice:

> The current Milwaukee Parental Choice program is extended to sectarian schools and the enrollment limits are increased to 7,000 in 1995-96, and 15,000 thereafter. The current income limit of 175% of poverty would continue, but the 65% limit on enrollment of choice students at any school is repealed. Tuition payments would continue to be based on MPS average aid as students would be counted for equalization aid as though they were enrolled at MPS and the aid generated would follow them to a private school. MPS will experience a net aid loss attributable to increased participation in this program for two reasons:
>
> •First, aid will be based on prior year enrollment for all but PAVE students so MPS will be forced to absorb the cost of students entering kindergarten and that amount could reach $3.4 million in 1995-96 and $7.8 million in 1996-97 if 23.2% of choice students continue to be kindergarten students.
>
> •Second, the marginal aid increase attributable to choice expansion will cover only a fraction of the average aid lost to the private schools because the aid to MPS for choice students does not consider any cost to educate them. Due to this factor alone, MPS could realize a net loss of aid equal to about $2,500 for each of 2,000 PAVE students ($5 million) and about $860 for each of the other 13,000 choice students ($11 million) or a total of about $16 million.
>
> MPS could also experience a loss in its total revenues as revenue limits will be based on actual MPS students However, MPS will not know the level of its own enrollment or the level of allowable revenue during its budget process, and a budget adjustment will have to be made about the time that schools open. The maximum impact could force MPS budget reductions of $8.5 million for 1995-96 and another $16.8 million for 1996-97.

The Board is on record opposing the use of public funds for private sectarian schools. On April 20, 1994, the Board adopted the following resolution which had been introduced by Director Small:

> *Resolved, That the MPS Board of School Directors does hereby express its opposition to the use of public funds for private sectarian schools; and be it*
> *Further Resolved, That the MPS Board of School Directors join the Wisconsin Coalition for Public Education.*

On March 29, 1995, the Board, in taking a position on the Governor's proposed budget, reaffirmed its "opposition to the use of public funds for private sectarian schools, as stated in the resolution introduced by Director Sandra Small and adopted by the Board in April, 1994."

At issue is the question of whether the Board wishes to take additional steps to enforce its opposition to the use of public funds for private sectarian schools. The American Civil Liberties Union (ACLU) and

the Milwaukee Teachers' Education Association (MTEA) have indicated their intention to challenge the constitutionality of this provision.

Assuming that a lawsuit is filed by the ACLU and/or the MTEA or any other group, the Board appears to have four options available:

a. File a Friend of the Court brief in support of the lawsuit(s), provide factual and legal assistance to the plaintiffs, but not actively participate;
b. Join the lawsuit(s) as an active party;
c. Take no action, assuming that other parties will act to resolve the matter; and
d. Request the City Attorney to undertake an analysis of the first three options and advise the Board regarding them at the next regularly scheduled Board meeting or a special meeting to be called for this purpose.

ROBERT C. JASNA
Superintendent of Schools

Director Small moved that the Board file a Friend of the Court brief in support of the lawsuit(s), provide factual and legal assistance to the plaintiffs, but not actively participate.

Director Johnson moved a substitute motion, that the Board request the City Attorney to undertake an analysis of the first three options and advise the Board regarding them at the next regularly scheduled Board meeting or a special meeting to be called for this purpose.

Director Johnson's motion was substituted for Director Small's, the vote being as follows:

Ayes—Directors Johnson, O'Neil and Sinicki—3.

Noes—Director Small and President Bills—2.

Abstaining from voting—Directors De Bruin and Fisher—2.

Director Sinicki moved to amend the substitute motion to add the words "and to authorize the Superintendent to provide factual and legal assistance to the plaintiffs in any lawsuit."

The amendment prevailed, the vote being as follows:

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

Noes—Directors Johnson and O'Neil—2.

Abstaining from voting—Director De Bruin—1.

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

Ayes—Directors Fisher, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

Abstaining from voting—Director De Bruin—1.

COMMITTEE ON AUDIT

Director De Bruin presented the following report for the Committee on Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Audit presents the following report:

Review of and Action on the Proposed FY96 Annual Plan of Audits

Background

Annually, the Board of School Directors by Audit Committee recommendation adopts an Annual Plan of Audits which details the audit activities that the Office of Board Governance - Audit Services will engage in during the upcoming fiscal year.

To develop the Annual Audit Plan, the Audit Committee Chair solicits input from the Board of School Directors and the superintendent and his department directors relative to potential audit projects. Additionally, Audit Services reviews Board verbatims and proceedings and holds discussions with Board office staff to identify other areas where the potential for an audit exists. Once all suggestions for audits are identified, a draft plan is prepared, which includes a listing of the resources available to perform the audits.

This draft plan was presented to the Audit Committee on June 15, 1995, 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 informational report at its June 21, 1995, meeting. In addition, on July 7, the Audit Committee Chair sent a memo to the Board soliciting additional topics or priorities in preparation for the Audit committee meeting in July.

Your Committee reports having reviewed the revised annual plan of audits listed below. Since the requested audits exceeded the available resources by 1,214 days, it was necessary for your committee to establish priorities for the audits to be conducted in FY96.

DRAFT ANNUAL PLAN OF AUDITS
FISCAL YEAR 1996

AUDIT PROJECTS CARRIED OVER FROM FY95

Performance Audits

Audit: Technology Expenditures/Initiatives

An evaluation of the Technology Initiative budget and expenditures will be performed to determine that the expenditures comply with the intent of the Board approved technology plan and the Board adopted budget and the degree to which the technology initiative is achieving the desired results.

	Original	*Revised*
Estimated Resource Allocation:	*266 Days (FY95)*	*170 Days (FY96)*
Estimated Start Date:	*February, 1995*	*July, 1995*
Estimated Completion Date:	*May, 1995*	*January, 1996*

Audit: Exceptional Education Program

A comprehensive program audit will be conducted to review and analyze the program with respect to (1) program costs, mandates, processes, compliance, accountability, effectiveness and service delivery options; (2) district decentralization efforts; (3) the student referral process; and (4) an inclusion policy.

Phase I will review, analyze and report on (1) program budget and cost issues, (2) the processes and sub-processes of the existing service model, (3) program decentralization issues, (4) the exceptional education referral process, and (5) the inclusion pilot program.

Phase I	*Original*	*Revised*
Estimated Resource Allocation:	*260 Days (FY95)*	*88 Days (FY96)*
Estimated Start Date:	*September, 1994*	*September, 1994*
Estimated Completion Date:	*June, 1995*	*August, 1995*

Phase II will review, analyze, and report on (1) program accountability; (2) the relationships between the exceptional education curriculum, the K12 Teaching & Learning goals, and the MPS accountability plan; (3) program service delivery options; and (4) other issues that may emerge as a result of Phase I of the audit.

Phase II	*Original*	*Revised*
Estimated Resource Allocation:	*260 Days (FY95)*	*260 Days (FY96)*
Estimated Start Date:	*April, 1995*	*August, 1995*
Estimated Completion Date:	*January, 1996*	*January, 1996*

Audit: Procurement of Goods & Services

The audit will review the operating procedures utilized by the purchasing division to procure goods and services to determine (1) the adequacy of these procedures relative to the district's ability to provide equal access for all qualified vendors and (2) compliance with district procurement policy and procedures.

	Original	*Revised*
Estimated Resource Allocation:	*66 Days (FY95)*	*33 Days (FY96)*
Estimated Start Date:	*February, 1995*	*February, 1995*
Estimated Completion Date:	*May, 1995*	*July, 1995*

Audit: Payroll

Payroll expenditures represent approximately 70% of the total operations budget. In order to safeguard the assets of the district, it is essential that all payroll procedures and processes be designed with adequate internal controls. A comprehensive internal control review of the payroll system will be conducted. Payroll system input, processing, and reporting functions will be reviewed to determine whether controls are adequate to ensure (1) only authorized activities and personnel are being compensated, (2) that all payroll information is processed and reported accurately, and (3) that all payroll transactions are properly supported by adequate documentation. The audit would also identify those opportunities to improve the effectiveness of payroll processing procedures that become apparent during the internal control review.

	Original	*Revised*
Estimated Resource Allocation:	*164 Days (FY95)*	*45 Days (FY96)*
Estimated Start Date:	*December, 1994*	*April, 1995*
Estimated Completion Date:	*July, 1995*	*July, 1995*

PROPOSED AUDIT PROJECTS FOR FY96

Financial Audits

Audit: General Purpose Financial Statements

The Board Governance Office has overall responsibility for the annual year-end examination of the MPS general purpose financial statements. The office contracts with a certified public accounting firm to perform these services. The accounting firm performs the audit in accordance with generally accepted

auditing

standards to form an opinion on the general purpose financial statements. In addition to coordinating and monitoring the year-end audit activities, Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation: *52 Days*
Estimated Start Date: *July, 1995*
Estimated Completion Date: *November, 1995*

Audit: Student Activity Funds

The Office of Board Governance - Audit Services is required by district policy to perform a limited examination of the student activity fund accounting records at the schools on a rotating basis. The audit objectives are to determine that (1) each school accounts for student activity funds in accordance with established administrative policies and accounting procedures, and (2) account balances listed in the school's financial records are fairly stated and adequately represent the school's financial activities. During fiscal year 1996, 30 schools will be audited.

Estimated Resource Allocation: *150 Days*
Estimated Start Date: *November, 1995*
Estimated Completion Date: *June, 1996*

Audit: Alternative Partnership Schools

The district contracts with various partnership schools to provide alternative education services to certain MPS students. The audit would review the operations of these partnership schools to determine (1) compliance with Board policy and contract provisions, (2) the propriety of resource utilization, and (3) the degree to which outcomes are being achieved. Seven alternative partnership schools will be randomly selected from those schools not audited during FY95 for audit during FY96.

Estimated Resource Allocation: *180 Days (with objective 3)*
90 Days (without objective 3)
Estimated Start Date: *October, 1995*
Estimated Completion Date: *April, 1996*

Audit: Accounts Payable Audit

A detailed analysis of all invoices paid during FY95 will be conducted to identify miscellaneous vendor overpayments such as, duplicate payments, missed discounts overpayments, and lease overpayments. Upon identification and verification of overpayments, the vendor will be notified and overpayments will be recovered. Finally, the overpayment findings will be analyzed to determine the cause and nature of occurrences for the purpose of identifying and implementing appropriate internal controls to prevent future occurrences.

Estimated Resource Allocation: *69 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Carryover Expenditures

In March 1993, the Board approved a carryover policy for the district. In March 1995, $3,600,000 of carryover was projected for the school year ending June 30, 1995. An administrative analysis of state aid formula and revenue caps disclosed that this carryover would have a negative effect on the district's FY96 revenues. Accordingly, administration advised schools and departments to spend their surpluses and carryovers. The audit will determine and report on how schools and departments spent their carryover funds.

Estimated Resource Allocation: *44 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: School to Work

An examination of the School to Work Initiative will be performed to determine (1) how district school to work funds are being expended, (2) how schools selected as first wave school to work schools expended their school to work funds, and (3) the programs that were implemented at each school to work location.

Estimated Resource Allocation: *145 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Performance Audits

Audit: Out of Town Travel Expenditures

FY95 out of town travel expenditures will be reviewed to determine that travel expenditures are authorized, incurred, paid and reported in accordance with Board and management criteria. The audit objectives will also include evaluating the benefits that the district receives as a result of these expenditures and the district's effective use of out of town travel funds.

Estimated Resource Allocation: *88 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Staff Development

One of the major responsibilities of the Department of Educational Services has been to provide staff development to support major system-wide reforms. In the FY96 budget, $900,000 of staff development funds have been decentralized to the schools giving the schools the option to purchase staff development activities from the Department of Educational Services. The objectives of the staff development audit will be to (1) determine the amount of FY95 department resources dedicated to staff development activities and (2) identify the types of staff development activities provided and the various groups which participated in these activities. The audit will also evaluate the process the department uses to identify development need and to measure the effectiveness of staff development activities. Finally, the audit will evaluate the process used to distribute the $900,000 staff development funds to the various schools and departments.

Estimated Resource Allocation: *95 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: MPS/City of Milwaukee Relationship

State statutes establish a binding relationship between the Milwaukee Public Schools (MPS) and the City of Milwaukee. MPS, under the statutory relationship, receives various services from the City, but is required to deposit school aid, property tax, federal and other miscellaneous revenues with the City Treasurer. The City retains the interest earnings on these revenues. The audit objectives will include evaluating the relationship to identify those services the City provides to MPS, the cost the City incurs to provide those services, and the cost, in lost revenues, that MPS incurs. The final objective will be to evaluate the cost-benefit of the existing relationship.

Estimated Resource Allocation: *242 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Early Retirement Pension Plan Administration

The two defined supplemental early retirement plans administered by the district will be reviewed to:

·Determine whether the current operation of the plan complies with all applicable state and federal laws, regulations and codes.

·Determine (1) whether the current operation of each plan complies with that plan's document, (2) whether employee benefits as outlined by management are adequately defined in the plan and are adequately provided for, and (3) the extent to which retirement plan management objectives are being achieved effectively and efficiently.

·Determine whether the system of accounting, reporting, and plan administration reasonably assures that transactions and data relevant to the plan are accurate and properly administered, classified and reported.

·Determine whether the pension plan year-end financial statement presentations for fiscal year 1993 and fiscal year 1994 are consistent with the above identified objectives.

Estimated Resource Allocation: *175 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Contracted/Consulting Services

Procedures used to obtain, report, and evaluate consultant services will be reviewed to determine the adequacy of these procedures in assuring the Board that (1) appropriate contract performance standards are developed and incorporated into each contract, (2) vendor performance is measured and evaluated in accordance with the defined performance standards, (3) significant report findings and recommendations are reported to the Board, and (4) findings and recommendations are being implemented. The district's procedures for determining the cost-benefits of contracted and consulting services will also be evaluated.

Major consultant contracts completed during FY95 will also be reviewed to determine whether (1) performance standards were met, (2) the results of the consultant reports are being used and/or implemented, and (3) the benefits derived from implementing the results of the consultant report exceeded the costs.

Estimated Resource Allocation: *170 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Decentralization of Budget Authority and Responsibility

With the adoption of the FY93 budget, the district began a district-wide effort to decentralize budget authority and responsibility. The district's decentralization efforts will be evaluated to determine the degree to which budget responsibility and authority have been decentralized over the past two years and the effect of the district's decentralization efforts on the schools.

Estimated Resource Allocation: *170 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Student Assignment Process

The student assignment process will be evaluated to determine the adequacy of the process with respect to providing equal access for all MPS children to their school of choice and determining district compliance with the process.

Estimated Resource Allocation: *49 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Principal Evaluation Funding

The FY95 budget allocated an additional $590,000 to provide for a more comprehensive evaluation of the district's principals. The principal evaluation process will be reviewed to determine the benefits that the district received as a result of the additional funding.

Estimated Resource Allocation: *49 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Warehouse and Distribution Services

An examination of the processes and procedures used by the district to manage the warehousing and distribution of materials and supplies to various district schools and sites will be conducted to evaluate the cost and the benefits of the existing operations.

Estimated Resource Allocation: *145 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Facilities and Major Maintenance Services

This review will focus on evaluating the efficiency and effectiveness of funds allocated, appropriated, and expended on the district's overall facility acquisition and maintenance program. District facility and maintenance policy and procedures will also be reviewed to determine compliance.

Estimated Resource Allocation: *194 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Audit: Leasing Policies and Procedures

A recurring decision facing the district is how to best address facility needs. Decisions about whether to build, purchase or lease additional facilities or to modify use of existing space need to be based on a thorough evaluation of the costs and benefits associated with each option. A review will be conducted of the process used to: 1) identify facility needs; 2) develop solutions and identify options for addressing anticipated needs; and 3) implement the preferred option, such as negotiating lease costs. The objective of this review will be to determine whether changes may be needed in Board or district policies and procedures to provide additional assurances that recommended options, in fact, best meet the district’s needs.

Estimated Resource Allocation: *60 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Follow-Up Reviews

Upon completion of each audit, a follow-up review is scheduled within six to eight months. The objectives of the follow-up audit review is to determine that the auditee has implemented the agreed upon corrective plan of action for each audit recommendation identified in the original audit report. Follow-up audits will be scheduled and completed for the following audits completed during FY95:

•Teacher Evaluation Process Audit
•Division of Alternative Programs Audit
•Student Activity Funds Audits
•Legal Services Audit
•Partnership Schools Audits
•Procurement Audit

Estimated Resource Allocation: *34 Days*
Estimated Start Date: *_____, 199__ TBD*
Estimated Completion Date: *_____, 199__ TBD*

Committee recommendations

1. Your Committee recommends that the Board adopt the following prioritized plan of audits for FY96:

Resource Days Available:	*Days*	*Total Days*
Contracted		638
Audit Staff		1009
Total Resource Days Available		1647
Less Continuing and Required Audits		
Technology Expenditures/Initiatives	170	
Ex. Ed. Phase I	88	
Ex. Ed. Phase II	260	
Procurement of Goods & Services	33	
Payroll	45	
Followup Audits	34	
Emergency Audits	54	
General Purpose Financial Statements	152	
Student Activity Funds (30 Schools)	150	986
Resources Available for FY96 Proposed Projects		661
Recommended Audit Projects for FY96:		
Decentralization of Budget Authority & Respon. (Perf)	170	
Alternative Partnership Schools (7 Schools) (Fin)	90	
School to Work (Fin)	145	
Student Assignment Process (Perf)	49	
Principal Evaluation Funding (Perf)	49	
Warehouse and Distribution Services (Perf)	145	

Total Days—Proposed Projects 648

2. Your Committee further recommends that:

a. The Student Assignment Process audit be completed by November 1995;

b. The Decentralization of Budget Authority and Responsibility and the Principal Evaluation Funding audits be completed by February 15, 1996;

c. The Exceptional Education Phase II audit be postponed until November 1995, for further consideration by the Audit Committee after the administration presents its exceptional education plans.

Director De Bruin moved to adopt the report.

Director Sinicki moved to amend the report by striking the School-To-Work audit and to include the MPS/City of Milwaukee relationship audit, to begin in early 1996 and to be completed by October 1996.

The amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin, O'Neil and Todd—3.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

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

Noes—Director Todd—1.

* * * * *

COMMITTEE OF THE WHOLE

Director De Bruin moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 8 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:31 PM.

The Board rose from the Committee of the Whole at 9:27 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 8 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Status Report on Standards and Assessment

In this session the Board will be updated on the development of content standards and assessments related to the K-12 Teaching and Learning Goals.

Assessments of student achievement serve two major educational functions:

a) improving teaching and learning, and

b) measuring student progress for reporting, accountability and program evaluation purposes.

The best assessments give the teacher, student, and the larger community a clear indication of how well students are meeting our most important expectations. Good assessments drive the curriculum by clarifying the standards we expect students to achieve and by motivating both teachers and students to achieve those standards. Where assessments accurately reflect our highest standards for students, "teaching to the test" is positive because it means helping students acquire the higher level skills and understandings we value. In the past, most tests used by MPS (and other districts) emphasized low level skills or skills measured out of context, so "teaching to the test" often led to a "dumbed down" curriculum that emphasized rote learning.

When the Board of School Directors adopted the K-12 Teaching and Learning Reform, it set a framework for all educational reform in the district embodied in the K-12 principles, which emphasize rigor, equity, and involvement. It also adopted ten core teaching and learning goals. As one way of ensuring that the K-12 principles and goals were met, the Board mandated that performance assessments be developed in the arts, mathematics, science, and communication at the elementary, middle and high school levels by spring 1996. Performance assessments are assessments that ask students to perform tasks that, as closely as possible, reflect complex real life activities. As one step in fulfilling this mandate, the administration instituted writing assessments at grades 4, 5, 7, and 12. State administered writing assessments are given at grades 8 and 10. The performance assessments already in place are among the mix of measures used in the school accountability process, and as additional performance assessments are developed, they will be added. (The schedule of assessments given in the district is attached.)

<u>Content Standards and Assessments</u>

In 1994-95, an effort was begun to set specific content standards in the arts, mathematics, science, reading/English/ language arts, and social studies. The standards define the key skills and understandings students will master in each grade span (elementary, middle, high school). To date, standards have been drafted for the following goals:

Goal 1: Students will project anti-racist, anti-biased attitudes through their participation in a multi-lingual, multi-ethnic, culturally diverse curriculum.

Goal 2: Students will participate and gain knowledge in all the arts (visual arts, dance, theater, literature, music), developing personal vehicles for self expression reinforced in an integrated curriculum.

Goal 4: Students will make responsible decisions, solve problems, and think critically.

Goal 5: Students will demonstrate responsible citizenship and an understanding of global interdependence.

Goal 7: Students will think logically and abstractly, applying mathematical and scientific principles of inquiry to solve problems, create new solutions, and communicate new ideas and relationships to real world experiences.

Goal 8: Students will communicate knowledge, ideas, thoughts, feelings, concepts, opinions, and needs effectively and creatively using varied modes of expression.

Input into the standards has been gathered from all schools, the larger educational community and the Milwaukee community. More community input is being solicited through focus groups and the Quality Education Commission. The draft standards have been included with the Board mailing.

During spring and summer 1995, performance assessments have been drafted, and in some cases, piloted for Goals 2, 7, and 8. These assessments will be further piloted and field tested in School-To-Work schools during the 1995-96 school year.

Content standards for the remaining four goals will begin next summer. Support for this work comes from the Joyce Foundation, Bader Foundation and the MacArthur Foundation. The effort is guided by the Council for Basic Education (CBE) and Alverno College, both nationally recognized for their expertise in standards and assessment.

Proficiency Assessment

In August 1993, the Board of School Directors mandated the development and implementation of new proficiency examinations to replace the former competency tests. This arose from concerns that the existing competency tests represented low expectations, did not reflect the principles and academic goals of the K-12 teaching and learning reform, and consigned significant numbers of students to a repetitive remedial curriculum. The Board mandated the full implementation of the writing proficiency performance standard with the class of 1995, and full implementation of the mathematics proficiency examination with the class of 1996. The Board mandated that proficiency examinations were to be performance assessments, representing real-life applications of higher order skills, and were to reflect a twelfth grade standard.

Students have three opportunities to take each examination; tests are given the second semester of the junior year and twice during the senior year. Students who do not pass the proficiency examination by the spring of their senior year may appeal by offering their MPS portfolio as evidence of their abilities. As with the former competency tests, students who finish school but do not pass the tests may continue to take the tests and receive a diploma upon successfully completing the exam.

As per the schedule adopted by the Board in August 1993, the Class of 1996 is the first required to demonstrate proficiency in both writing and mathematics. The writing proficiency examination, which consists of an impromptu essay and a business letter, has been fully implemented and affected the most recent graduating class. The mathematics proficiency examination was administered to juniors in 1994-95, who must pass by the spring of their senior year. The mathematics examination consisted of six knowledge and skills questions students were required to complete in class the first day of the exam, and two performance prompts.

In addition to extensive overall curriculum reform and staff development since 1991, the following preparation and support was provided to teachers and students for the mathematics proficiency examination:

- Performance assessments were conducted in all Chapter 1 mathematics classes beginning in 1993-94.

- Each high school, middle school, and K-8 school identified one mathematics teacher to participate in the development and field testing with students of a first draft pilot proficiency examination (January - March 1994).

- Meetings of mathematics teachers were held at each school to enable teachers to learn about the examination process, receive copies of the prototype exams, learn about test administration and scoring, review benchmark papers, and discuss field test procedures (March 1994).

- All mathematics teachers with appropriate grade students administered the revised pilot examination to one mathematics class (May 1994).

- Teachers and community resource people participated in the scoring and revision of both the first draft field test and full pilot examination.

- Notebooks of practice materials were distributed and staff development offered at inservices (spring 1994 to present).

- Mathematics Proficiency Examination preparation materials were sent to all high schools, middle schools, K-8 and alternative schools. These included information for the principal; information for the mathematics chair; separate flyers for parents, students, mathematics teachers, guidance counselors, and staff; directions for administering the exam; flyers about scoring procedures, reporting, and accommodating exceptional education and limited English proficient students; and student practice materials (January 1995).

Additional supports are being implemented for the 1995-96 year including summer opportunities for students, a senior mathematics seminar and other programming options, additional staff development and practice materials, a letter to students and their parents, and further review and clarification of procedures. Many schools are also planning such student supports as tutoring opportunities and before or after school student workshops.

* * * * *

(Item 4) Action on Administrative Appointments and Promotions

The Superintendent and 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.

Recommendations of the Superintendent and the Director, Office of Board Governance

1. The Superintendent recommends that the following individuals be appointed, promoted or confirmed as cabinet members to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Robert Nelson	Director Department of Technology	Schedule IIIE, Range 16A $88,000
(r)	Jocklyn Smith	Director Division of Curriculum and Instruction	Schedule IIIE, Range 14A $80,000
(r)	Steven Baruch	Leadership Academy Coordinator Division of Curriculum and Instruction	Schedule III, Range 11A $68,539
(r)	Cheryl Hunter	Assistant Principal Marshall High School	Schedule III, Range 12C $46,976
(r)	Kathleen Lenz	Assistant Principal Milwaukee High School of the Arts	Schedule III, Range 12C $59,115
(nr)	Robin Van Dorn	Assistant Principal Milwaukee High School of the Arts	Schedule III, Range 12C $58,594
(nr)	Richard Monroe	Assistant Principal North Division High School	Schedule III, Range 12C $57,415
(r)	Jordan Fishman	Assistant Principal Parkman Middle School	Schedule III, Range 11D $46,261

(r)	Augustus Harris	Assistant Principal Parkman Middle School	Schedule III, Range 11D $53,852
(r)	John Kincaid	Assistant Principal Sarah Scott Middle School	Schedule III, Range 11D $57,701
(r)	Harold Schmidt	Assistant Principal Sarah Scott Middle School	Schedule III, Range 11D $58,215
(r)	Jim Casas	Assistant Principal Sholes Middle School	Schedule III, Range 11D $43,544
(r)	Florence Harris	Assistant Principal Milwaukee German Immersion School	Schedule III, Range 10D $57,156
(r)	Mary Garcia Velez	Assistant Principal Milwaukee Spanish Immersion/Frances Starms Elementary Schools	Schedule III, Range 10D $41,472
(r)	Sylvester Jolley	Assistant Principal McNair Elementary School	Schedule III, Range 10D $41,472
(r)	James Bellehumeur	Assistant Principal Siefert Elementary School	Schedule III, Range 10D $44,547
(r)	Tasha Trott	Human Resources Specialist Department of School and Community Services	Schedule III, Range 6A $40,448

2. The Director, Office of Board Governance further recommends that the following individuals be appointed to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Tim McElhatton*	Board Policy Analyst Office of Board Governance	Schedule III, Range 12A $68,000
(r)	Gail Liefert*	Administrative Assistant I Office of Board Governance	Schedule III, Range 1A $34,000

*These appointments are contingent upon satisfactory completion of the criminal background checks and the medical examinations.

_____

r - Resident
nr - Non-resident

Director Sinicki moved to approve the appointments and promotions.

Director O'Neil requested division of the question.

There being no objection, the request was granted.

The question being on approval of all of the appointments and promotions except the assistant principals, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

The question being on approval of the assistant principal appointments and promotions, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, Sinicki, Small and President Bills—6.

Noes—Directors O'Neil and Todd—2.

* * * * *

(Item 3) Award of Contracts

Superintenent's Recommendation

The Superintendent recommends that the proposals of the following contractors to furnish the labor and materials required in connection with the projects, in accordance with plans and specifications on file be, and they hereby are, accepted; and contracts for furnishing such labor and materials and doing the work be, and they hereby are, awarded as follows:

PHASE III ADA COMPLIANCE WORK—BID PACKAGE 2

Division 1—Kilbourn School
Giorgi Construction Inc., low bidder, base bid of $173,450 minus $2,988 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, for a total contract of $170,462

Division 2—Kluge School
William Sackerson Construction Co., Inc., low bidder, base bid of $169,233 minus $4,800 for mandatory alternate bid 1 to eliminate the removal and replacement of stair rails, for a total contract of $164,433

Division 3—Lancaster School
Choice Construction Companies, Inc., low bidder, base bid of $191,679 minus $5,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, for a total contract of..... $186,679

PHASE III ADA COMPLIANCE WORK—BID PACKAGE 3

Division 1—Audubon Middle School
Genz Construction, Inc., low bidder, base bid of $208,454 minus $8,838 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, plus $3,050 for mandatory alternate bid 2 to install Bradley Unifonts, for a total contract of $202,666

Division 2—Fairview School
Genz Construction, Inc., low bidder, base bid of $160,700 minus $6,140 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, minus $5,300 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $23,000 for mandatory alternate bid 3 to include the fire

alarm

replacement system, plus $2,000 for mandatory alternate bid 5 to remove the wall and all associated fixtures between Kitchen Storage and Locker Rooms, for a total contract of..... $174,260

Division 3—Victory School
Genz Construction, Inc., low bidder, base bid of $209,700 minus $804 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, minus $5,700 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $19,800 for mandatory alternate bid 3 to include the fire alarm replacement system, plus $750 for mandatory alternate bid 4 to install Bradley Unifonts, for a total contract of $223,746

Director Small moved to approve the contracts.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

* * * * *

(Item 4) Award of Early Childhood Contracts to Daycare Centers

Administration's Analysis

1. Since 1988 the Milwaukee Public Schools has been authorized under Sec. 119.72, Stat., to contract with private, non-profit, non-sectarian day care centers located in the City of Milwaukee to provide early childhood education to four and five year olds who are residents of the City of Milwaukee.

2. Kindergarten programs have been established at seven day care centers located in the City of Milwaukee. The number of centers has increased since the beginning of the project in 1988 - 89. Having a kindergarten program implemented within a day care setting helps to provide continuity of care for the young child enrolled in a K4 or K5 program.

3. In these programs, the kindergarten teacher is a certificated staff person hired by the Milwaukee Public Schools. As such, the teacher functions in the same way as other teachers in the Milwaukee Public Schools. Most notably, they follow a similar daily schedule as well as school year schedule. Day care staff are there as (program) personnel and also work with school children outside of the regular school day. The teacher provides instruction to pupils in attendance under this program, and works cooperatively with other staff members within the guidelines of the approved curricula.

4. The agencies are charged $38,000 for a full-time teacher and $19,000 for a half-time teacher. Monthly installments are deducted from monthly payments.

5. Legal notice and public informational meetings were given soliciting proposals from child care providers. A total of seven proposals were submitted to the advisory board for consideration.

6. The State Funded Kindergarten Day Care Advisory Board did proposal reading and site visits. Points were given to proposals and site visits using instruments that were modified and adopted by the Board of School Directors for program implementation. Pertinent information was given by the representative on the advisory board from the State Division of Community Services concerning agencies who are in compliance with the guidelines. Seven agencies applied and two did not meet the state or district guidelines. The five agencies funded are all continuing agencies; no current agency was denied funding.

7. There is an increasing demand for kindergarten day care slots in early childhood education at private day care centers. There are 345 K4 children and 322 K5 children on the waiting lists for the five MPS contracted agencies. Social changes that are occurring within the current welfare program will place

increasing demands for quality child care. As these parents become involved in job training and employment, child care will be a major need. The merger of public education in the day care setting may be one source to meet that need.

8. Funding in the amount of $676,200 is provided from Wisconsin Desegregation Funds. A total of 96 slots are funded from this amount for the 1995-96 school year. The same number of slots were provided during 1994-95.

Strategic Plan Compatibility Statement

9. The State Funded Kindergarten Day Care Program supports several of the Board goals, specifically:

•K-12 Teaching and Objectives Learning Initiative
•Parent Support and Involvement
•Community Support and Involvement

Board Goal 2, Equity
•Increase expectations for achievement of all students

Statute, Board Policy or Rule Statement

10. Board policy requires all outside contracts for day care agencies to be approved by the Board.

11. State Stat. 119.72 authorizes Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

12. Contracting with day care agencies will require $676,200. The cost of providing these services is fully funded from the Wisconsin Desegregation Funds. No Board funds are appropriated for this purpose. The costs per pupil for the kindergarten day care program are $3,450 per kindergarten five year old (full day) and $1,725 per kindergarten four year old (half day). This will provide for 196 a.m. (morning) and p.m. (afternoon) seats for four and five year old children.

13. Students participating in the MPS Early Childhood program cannot participate in the CHOICE program. This will preclude double funding between the two programs.

Implementation and Assessment Plan

14. Formal assessments and observations/program monitoring are implemented throughout the school year. The Division of Research and Assessment does formal evaluations for the district and the Department of Public Instruction.

Superintendent's Recommendation

That a contract be awarded to the five agencies listed below to provide and fill 196 allocated a.m. (morning) and p.m. (afternoon) slots (K4's and K5's)

Day Care Center	**95-96 Slots**	**Amount**
Carter Child Development Center	60	$207,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Ctr.	36	124,200
Urban Day I	20	69,000
Urban Day II	20	69,000
Total	196	$676,200

Director Sinicki moved to approve the contracts.

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

Ayes—8; Noes—0.

* * * * *

(Item 5) Approval of Leases for Hi-Mount Boulevard Elementary and Custer High School and Approval of a Policy/Executive Limitation regarding the Authority to Enter into Lease Agreements

Administration's Analysis

1. At its meeting of April 20, 1995 (Proc., pp. 526-531), the Board took action relative to lease agreements for various programs at 13 locations. Since that time, requests have been received from Hi-Mount Boulevard and Custer High School to negotiate similar lease agreements for space related to their program needs. The Division of Facilities and Maintenance Services (DFMS) has worked with each school to determine their needs and has completed negotiations with the individual owners.

2. The following information is presented relative to each of the proposed leases:

a. Union Hill Baptist Church - 2189 North 48th Street

•The lease is requested to house early childhood classes, day care, and a parent training center from Hi-Mount School. Total square footage used is 2,665 square feet.

•The agreement is a twelve-month lease commencing on September 1, 1995 and expiring on August 31, 1996. The lease can be renewed for two (2) additional terms at the same conditions. The lease cost is $1,332.50 per month with an annual cost not to exceed $15,990. All utilities, maintenance, and cleaning are included in the cost except for telephone services.

b. Salvation Army Building - 4129 West Villard Avenue

•Space in this building has been utilized by Custer High School for the last twelve (12) years to house their outpost program at no cost to the Board. In May, 1995 the Salvation Army indicated that they would no longer be able to continue the relationship on a gratis basis. Since that time, several meetings have been held with the Salvation Army to determine the lease cost. The proposed lease is similar to those currently used for other outpost programs. Total square footage used is 294 square feet.

•The proposed agreement is a ten-month lease commencing on September 1, 1995 and expiring on June 30, 1996. The lease can be extended for two (2) additional terms at the same conditions. The proposed lease cost is $350 per month with an annual cost not to exceed $3,500. All cleaning, utilities and maintenance services are included in the lease price.

Strategic Plan Compatibility Statement

3. The recommendations are consistent with the system of schools initiative of the Board. Requests for both lease agreements were generated by the local schools and all decision-making relative to their continued funding will be made by the principals and their respective shared decision-making organizations.

Statute, Board Policy or Rule Statement

4. It has been a practice of the Board to approve all leases. Currently, outpost or alternative programs require small amounts of space and have program requirements which dictate space outside of the regular school setting. Leased space is often the most appropriate setting for meeting these needs. This type of lease is generally for a small amount of space and under $50,000 annually. For these types of leases, it would be more appropriate for the Superintendent to have approval authority at his/her discretion.

5. At its meeting of June 4, 1992, the Board adopted new facility standards which reaffirmed and supplemented its policies relating to school buildings and sites adopted on September 30, 1980 (Proc., pp. 911-917) and reaffirmed on November 24, 1986. Contained in these standards was the following related to leases: ". . .That, as a general practice, the utilization of leased facilities be discontinued as soon as possible and the programs be housed in permanent school facilities as space becomes available. . . ."

Fiscal Impact Statement

6. Both leases are being funded from the current local school budgets at the discretion of the principals and their respective shared decision-making organizations. Funds have been allocated by each principal to cover the cost of the leases. Both leases contain appropriate termination clauses which can be exercised should the local schools decide not to renew the funding for the lease agreements. Hi-Mount has allocated $15,990 out their $2,595,780 school allocation to cover these costs. Custer has allocated $3,500 out of their $4,664,021 school allocation to cover these costs.

Implementation and Assessment Plan

7. Each school is responsible for implementation and assessment.

Superintendent's Recommendations

1. That Board authorize lease agreements with
   a) Union Hill Baptist Church - 2189 North 48th Street, for 2,665 square feet for twelve months commencing on September 1, 1995 for an annual cost not to exceed $15,990; and
   b) the Salvation Army Building - 4129 West Villard Avenue, for 294 square feet for 10 months, commencing on September 1, 1995 for an annual cost not to exceed $3,500.

2. That the Superintendent be directed not to enter into any lease agreement in excess of the amount specified in the District's policy on purchases, or longer than one-year terms without Board approval.

3. That the Superintendent shall not fail to provide a semi-annual report on all leases approved administratively.

Director De Bruin moved that the Superintendent be directed not to enter into any lease agreement in excess of the amount specified in the District's policy on purchases, or longer than one-year terms, without Board approval and that the Superintendent shall not fail to provide an annual report on all leases approved administratively.

Director De Bruin moved to amend the motion by striking the words "or longer than one-year terms."

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, O'Neil, Sinicki and Small—5.

Noes—Directors Johnson, Todd and President Bills—3.

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

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

* * * * *

(Item 6) Report on and Possible Action to Invoke the SBM Sunset Provision in the Board-MTEA Contract.

Administration's Analysis

1. At its June 28, 1995 meeting, the Board requested the administration to report back to the Board at its July meeting on the pros and cons of sunsetting the SBM (School Based Management) provision in the MTEA contract.

2. In accordance with the MTEA contract, either the Board or the MTEA must notify the other, in writing, no sooner than July 1, 1994, if it intends to sunset the provisions of Part XIII. The section will sunset no sooner than July 1, 1995. It was agreed that neither party would submit notice of sunset earlier than July 1, 1994. This was intended to permit SBM to continue for at least one (1) year after the notice of the sunset.

If either party invokes the sunset notice, it is agreed that the MTEA and MBSD will agree to meet within sixty (60) days from the notice for the purpose of trying to arrive at successor contract language.

If the MTEA and MBSD are unable to arrive at mutually agreeable terms, the language in Part XIII will sunset one (1) year from the date of written notice.

3. Currently by Board action, all schools are SDM (Shared Decision Making) unless the SBM provision of the contract is invoked.

Distinctions between (Characteristics of) SBM and SDM forms of school governance:

- Existence of SBM councils is based on contractual provision. Councils are composed of a minimum of 51% teachers. Teachers are paid for participation. SBM councils may receive approval from the Superintendent and the MTEA to discuss wages, hours, and/or working conditions.

- Existence of SDM groups is based on Board Policy. Governance groups are composed of 33% parent representatives and not more than 50% of the school community. "School community" includes all staff and at least two students at the middle and high school levels. No SDM members are paid for participation. SDM groups are not allowed to discuss wages, hours, and/or working conditions.

4. During the 1994-95 school year, there were forty-five (45) SBM schools, including thirty-four (34) elementary, one (1) high, one (1) exceptional education alternative, one (1) MPS alternative school and eight (8) middle schools.

During the 1987-88 school year, which was the first year schools organized SBM teams, there were a total of ten (10) SBM schools.

The 1991-92 school year saw the largest number of SBM participating schools, totaling 70.

5. There are pro and con arguments for eliminating SBM. Following is a brief discussion of those arguments:

Pros

- Provides for a single, uniform school management team model in all our schools, namely SDM, or until a new process is agreed upon.

- Eliminates the requirement to pay SBM teachers, thereby creating equity and consistency in treatment of all teachers that are part of a school management team.

- Allows for equal representation of teachers and parents on a SDM model.

Cons

- Leaves schools with only one option for school governance, unless a replacement model is negotiated.

- Removes the school management team’s opportunity to discuss issues concerning wages, hours, and working conditions.

•Eliminates the SBM model at schools that have recently reaffirmed their commitment to continuing under the SBM model.

6. In assessing the pros and cons of eliminating SBM, the Board may wish to consider the following options:

OPTION 1

Changes can be accomplished by negotiating the present SBM contractual provisions with the Milwaukee Teachers' Education Association during the current round of contract negotiations. If those negotiations were not successful, the Board could invoke the sunset provision of the contract, stated in point 2 above, during the summer of 1996. Therefore, the Board direct the administration to begin negotiations.

OPTION 2

The Board direct the administration to immediately invoke the sunset provision as stated in point 2. By doing this, if negotiations were not successful, the Board could eliminate SBM prior to the start of the 1996-97 school year.

OPTION 3

The Board take no action, thereby everything remains as is.

Strategic Plan Compatibility Statement

7. Both SBM and SDM are consistent with the MPS Strategic Plan under student achievement which empowers employees and parents to participate in shared decision making. The options provided in the recommendation are compatible with the system of schools concept and decentralization efforts.

Statute, Board Policy or Rule Statement

8. Even if SBM is discontinued, Board Policies on Parent Empowerment as adopted on November 23, 1992 (revised June 30, 1993) and the board policies relative to shared decision making will remain in effect.

Fiscal Impact Statement

9. The cost of SBM is incurred at the local school level and is paid through school funds. No information is available at this time to determine the fiscal impact of SBM on a district-wide basis. This information will be collected in the future and reported to the Board.

Implementation and Assessment Plan

10. An implementation and assessment plan will be developed consistent with the action taken by the Board.

Superintendent’s Recommendation

That the Board determine which option it wishes to pursue and direct the administration to implement it accordingly.

Director Sinicki moved to adopt Option 1, that the Board direct the administration to begin negotiations.

The motion prevailed, the vote being as follows:

Ayes—Directors O’Neil, Sinicki, Small, Todd and President Bills—5.

Noes—None.

Abstaining from voting—Directors De Bruin, Fisher and Johnson—3.

Director Johnson requested permission to change his vote to aye.

There being no objection, the request was granted.

* * * * *

(Item 7) Annual Adoption of a Resolution Delegating the Board's Expulsion Authority to an Independent Hearing Panel

Administration's Analysis

1. Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or a hearing officer appointed by the Board to hear and decide student expulsion cases. The resolution is effective only for the school year for which it is adopted.

2. For the 1988-89 school year, the Board utilized a panel made up of assistant superintendents. For 1989-90 through 1994-95 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 1995-96 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 office 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
- •<u>Parent Student Handbook on Rights, Responsibility and Discipline</u>

Fiscal Impact Statement

6. It is estimated that each expulsion case costs approximately $3,500. This amount includes staff time, court stenographer and alternative education placement.

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 or 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 maybe 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 1994-95 school year these sites were Amelia Baker Academy for grades 4-6, LaVarnway Alternative School for Middle School Students and Synergy Alternative Program for High School Students. The educational programs at the three sites included a basic elementary, 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;
- -Social/Emotional Skills.

Superintendent's Recommendations

That the Board adopt the following resolution:

BE IT RESOLVED for the 1995-96 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 office 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 1994-95 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 Small moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Noes—None.

* * * * *

(Item 8) Annual Report on Expulsions, 1994-1995

During the 1994-1995 school year, a total of 110 students were expelled from the Milwaukee Public Schools. Three cases heard by the Independent Hearing Panel did not result in an expulsion order. The expulsions were the result of violations of the district's Weapons and Other Criminal Offenses: Administrative Transfer Policy and Plan. All expulsions were the result of a hearing before the Independent Hearing Panel of the Board of School Directors. The Board of School Directors affirmed all 110 expulsion orders by the Independent Hearing Panel.

A review of the 1994-1995 expulsions revealed the following:

- •Expulsions related to possession of a controlled substance increased from 23 incidents to 57 incidents or from 26% to 52% of all expulsions when compared to the 1993-1994 data.
- •Twenty percent of the expulsion cases were gun related, a 20 percentage points decrease when compared to the 1993-94 expulsions.
- •Males accounted for over 81% of the expulsion cases, a 1% increase when compared to the 1993-94 expulsions.
- •Approximately 62% of the expelled students were African-American. This represents a decrease of approximately 17 percentage points when compared to the 1993-1994 data.
- •Thirteen, fourteen, fifteen and sixteen year-old students accounted for over 70% of expulsion cases.

In all cases the Independent Hearing Panel takes into consideration the guidelines provided by the administration for the provisions or non-provisions of educational services. In general educational services are not provided in cases where the Independent Hearing Panel concludes that the endangerment of other

students may continue. Of the 110 expulsion cases in the 1994-1995 school year, 74 students, or 67% of the expulsion cases, were offered educational services. Twenty-nine students, or 34% of the expulsion cases, were offered services in the 1993-1994 school year.

Summary data from the analysis for expulsions from the 1994-1995 school year was similar to the data from the student expulsion summary for the 1993-1994 school year except when the expulsions were related to controlled substance. Specifically, in the 1994-95 school year 40 expulsion cases, or 61% of all high school expulsion cases, were related to controlled substance. This is compared to 21 expulsion cases or 45% in the 1993-94 school year.

* * * * *

NEW BUSINESS

Director Gardner submitted the following report on the status of MERO and the Ombudsperson:

At the July CESA #1 board meeting, Bill Bergum reported on the status of the Ombudsperson and MERO (Minority Employment Recruiting Office).

Nine districts have committed $5,000 to continue the Ombudsperson office. Bergum has developed a lean $62,000 budget, provided someone can provide space rent-free, which MPS has committed to do. Four other districts, including MPS, are still considering whether to allocated the money (which we have decided to do) of whether CESA is an acceptable location for the office (which we have not yet decided).

Andrea Whidbee has agreed to accept a ten month (August 15-June 15) salary of $36,000, plus benefits, which makes the budget possible. In the event that less than $62,000 is contributed, her contract will be shortened, from the spring back.

Bergum reports that Maureen Regan, Ombudsperson Committee chair, has no objection to CESA's housing the ombudsperson office.

The MERO office appears dead, without enough support to keep it going even at greatly reduced cost. Bergum recommend a contribution of one thousand dollars per district to maintain an electronic bulletin board with a Madison-based recruitment electronic mail service.

I think the Ombudsperson Office deserves our support, while the MERO proposal does not. Although I will not be at the August agenda-setting meeting, I request that the resolution I submitted at the June 28 meeting, which was then tabled, be brought back at the fourth Wednesday board meeting of August.

COMMUNICATIONS AND PETITIONS

The Director of Board Governance presented the following communications and petitions:

Communication from Delores Snieg regarding the reclassification of retired employees with respect to pension and the COLA catchup.

Referred to the Committee of the Whole.

Communication from Mike Soika requesting the opportunity to present at the August 16th Board meeting a proposal regarding a new school to be located at the former St Thomas Aquinas School facility.

Referred to the Committee of the Whole.

Communication from Alderman Richards regarding a meeting of the Hazard Safety Committee.

Referred to the administration for follow-up.

Communication from Frank Zeidler requesting that the Board name a recreation facility for Harold Morgan.

Referred to the Committee of the Whole.

RESOLUTIONS

By Director De Bruin:

WHEREAS, Parents are the first and primary educators of their children; and

WHEREAS, Parents have the legal and moral right and responsibility to affirmatively provide for and protect their child's best interests; and

WHEREAS, The formal education of a child is most likely to succeed if the schools work as partners with parents to provide that education; and

WHEREAS, Parents have responsibility to provide their children with care, nurturing and morals that cannot be adequately provided by the schools; and

WHEREAS, MPS cannot fulfill its public charter unless parents choose to have their children attend MPS schools; now, therefore, be it

RESOLVED, That MPS acknowledges the need to recognize the importance and role of parents through the declaration of an MPS PARENTS' BILL OF RIGHTS AND RESPONSIBILITIES; and be it

FURTHER RESOLVED, That MPS Board will hold hearings in various parts of our community on the following proposed MPS PARENTS' BILL OF RIGHTS AND RESPONSIBILITIES, after which the proposed BILL OF RIGHTS AND RESPONSIBILITIES will be considered by the MPS Board for adoption:

MPS PARENTS' BILL OF RIGHTS AND RESPONSIBILITIES

PARENTS shall have the right to have their child attend the school of their choice among those schools within the MPS system of schools;

PARENT requests for particular teachers or classes shall, to the extent practical, be honored;

PARENTS may at any time observe the operation of their child's school by, among other things, non-disruptively sitting in on any class within the school;

Recognizing that PARENTS entrust MPS with the care and nurture of their children while at school, MPS teachers and staff shall treat each child as their own, recognizing and addressing the individual educational and emotional needs of each child;

MPS teachers and staff shall work to accommodate reasonable requests of PARENTS; MPS teachers and staff shall not use bureaucratic rules as an excuse not to comply with reasonable PARENTAL requests but shall assist PARENTS in challenging such rules;

PARENTS, having the deepest and most personal stake in the education of their child, shall have their interests and the interests of their child treated as primary over the interests of MPS or any of its employees;

PARENTS, shall work to ensure that their child attends school daily and arrives at school on time, well-rested and adequately fed;

PARENTS, by their own example and through their role as PARENTS, shall teach their children the rules of proper behavior and good character, including respect for other adults and children;

PARENTS shall reinforce the responsibility of their child as a student to attend classes, complete assignments, and pursue excellence; and

PARENTS shall at all times be treated by MPS staff with respect and dignity.

Referred to the Committee of the Whole.

By Director 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 1995-1996 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.

Referred to the Committee of the Whole.

By President 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 redeploy 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:

1) Initiate a year round school calendar.
2) Guarantee any child who wants an integrated education, a school and transportation to it.
3) Provide a neighborhood school option to any child who maintains a 95% attendance and good behavior.
4) Tie innovative options to school accountability by reopening schools which fail to educate all children to high standards under new management with the philosophy of 20-20 schools.
5) Transport children for integration, space and safety only.
6) Challenge the community to create early childhood centers to provide high quality child care for children 0-4 to respond to welfare ending in 1997.
7) Redesign the student assignment process based on the above goals.
8) Consider decentralizing per pupil funding.
9) Dedicate our construction fund to retrofitting our buildings to accommodate several smaller programs and to phasing in air conditioning and ADA compliance.
10) Consider implementing the "Chicago" governance model at our schools to replace SBM and SDM.
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.
12) Ask each school to send a parent delegate to the parent leadership academy to act as a linkage and liaison between the Board and the schools.
13) Ask each school to send a student delegate to the Student Leadership Academy for linkage.

Referred to the Committee of the Whole.

The Board adjourned at 9:48 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 8, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:07 PM.

Present—Directors Fisher, Johnson, O'Neil, Sinicki, Small, Todd (6:30 PM) and President Bills—7.

Absent and excused—Directors De Bruin and Gardner—2.

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

August 4, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:00 P.M., Tuesday, August 8, 1995, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving and discussing a report from the Superintendent on the impacts of the Milwaukee Parental Choice Program on the Milwaukee Public Schools, and for the purpose of conferring with legal counsel who is rendering legal advice concerning strategy to be adopted with respect to litigation in which the Board is likely to become involved, to wit: litigation challenging the constitutionality of the religious school choice legislation.

Pursuant to the provisions of sec. 19.85(1) (g), Wis. Stats., the Board may vote to convene in closed session to consider the above matter in order to confer with its legal counsel who is rendering legal advice concerning strategy to be adopted with respect to litigation which the Board is likely to become involved, to wit: litigation challenging the constitutionality of the religious school choice legislation.

The Board may reconvene in open session for action on matters considered in closed session.

NANCY R. NOESKE
Director

The Superintendent submitted the following report to the Board:

August 8, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

REPORT ON MODIFICATION TO THE MILWAUKEE PARENTAL CHOICE PROGRAM

Background

The current Milwaukee Parental Choice program is extended to sectarian schools and the enrollment limits are increased to 7,000 students in 1995-96, and 15,000 students thereafter. The current income limit of 175% of poverty would continue, but the 65% limit on enrollment of choice students at any school is repealed. Tuition payments would continue to be based on MPS average aid as students would be counted

for equalization aid as though they were enrolled at MPS and the aid generated would follow them to a private school.

Potential Impact on MPS

From its inception, the Milwaukee Parental Choice Program was touted as a program where the aid generated by a pupil would follow that pupil to a private school and the financial effect on the public school district would be neutral. This is not the case and MPS will experience a net revenue loss for every child who participates in the Choice program. A recent Legislative Fiscal Bureau analysis of Choice expansion to 2,000 students in existing parochial schools disclosed that the aid paid to MPS for Choice students would be only about 1/3 ($l,344 of $3,862) of the amount taken from MPS to pay for their tuition. As a result, the additional aid paid to MPS for each of these students is about $2,518 per pupil less than the amount taken from MPS for the Choice program. This $2,518 per pupil represents $5 million *(Item A on chart)* that MPS will be forced to cover through budget cuts or a property tax levy increase above the level that otherwise has been set. Such a budget cut would represent reductions of $55 for each pupil attending MPS in 1995-96 and $60 in 1996-97 and every year thereafter, if the Choice program expands as the law allows.

State aid to MPS will also be reduced as a result of authorizing 13,000 other pupils to participate in the Choice program. The Legislative Fiscal Bureau has estimated that MPS would experience a net loss of $812 ($3,862 minus $3,050) for each of the other 13,000 Choice pupils. This $812 per pupil represents $4.1 million *(Item B on chart)* in 1995-96 and $10.6 million in 1996-97 that MPS will be forced to cover through budget cuts or a property tax levy increase above the level that otherwise has been set. Such budget cuts would represent reductions of $44 for each pupil attending MPS in 1995-1996 and $126 in 1996-97 and every year thereafter, if the Choice program expands as the law allows.

The most obvious impact of the Choice program on MPS has been that MPS has been forced to fund the first year tuition cost for all Choice pupils. Tuition payments for Choice students are taken from MPS in the year before state aid is paid and the new law will continue that practice. As a result, MPS will be forced to absorb the cost of all Choice students entering kindergarten in a participating private school. A recent evaluation of the program by the Legislative Audit Bureau found that 23.2% of all Choice students are enrolled in kindergarten. If that proportion is maintained as the program is expanded to 7,000 in 1995-96 and 15,000 in 1996-97, the cost to MPS would be $4.5 million *(Item C on chart)* and $11.6 million, respectively. Again, MPS will be forced to cover these costs through budget cuts or a property tax levy increase above the level that otherwise has been set. Such budget cuts would represent reductions of $49 for each pupil attending MPS in 1995-96 and $139 in 1996-97.

The new law would also exclude the Choice students from MPS revenue limits. The effect is to reduce MPS average revenues for each Choice student over a three year period. The problem is that MPS is not given time to plan and budget for any initial reduction of its operating costs attributable to Choice expansion as the number of Choice students will not be known until school begins. Also, it seems apparent that Choice students will not all come from the same school or classroom. Rather, they are more likely to come from classrooms all over the city. If one pupil left every MPS classroom for the Choice program in 1995-96, Choice enrollment would be at the maximum, but MPS would be unable to close a single school or classroom. Despite that, the revenue limit provision could force MPS to reduce its 1996-96 budget (adopted in April) by at least $8.5 million *(Item D on chart)* after the school year begins. The comparable reduction in 1996-97 would be another $16.8 million. Such budget cuts would represent reductions of $92 for each pupil attending MPS in 1995-96 and $201 in 1996-97.

In summary, MPS taxpayers and pupils may be significantly harmed by the expansion of Choice because as much as $13.6 million or $148 per pupil could be taken from state aid to MPS in 1995-96. And revenue limits could force immediate budget cuts of $8.5 million or an additional $92 per pupil. If the property tax levy is not increased, MPS educational programs could be cut by as much as $240 per pupil.

In 1996-97 the aid reduction could reach $27.2 million or $325 per pupil. And the initial revenue limit reduction could be an additional $16.8 million or $201 per pupil. If the property tax levy is not increased above the level which otherwise has been set, MPS educational programs could be cut by as much as $526 per pupil.

Actions Related to Legislative Changes

First, resources allocated for the education of children attending MPS should not be reduced because other children participate in the Choice program. Second, MPS taxpayers should not be forced to pay

higher property taxes because of the Choice program. Finally, MPS should be given time to plan and budget for any downsizing of its system.

Two legislative actions are needed at this time.

•The system of funding the Choice program should be amended so that MPS is not forced to absorb a net revenue loss for every Choice student.

•The revenue limit provision should also be amended to delay its annual effect by one year so that MPS is able to plan and budget for any necessary system reduction.

The administration will continue to monitor developments in the private schools for the purpose of determining the impact of the new law on MPS. Simultaneously, we will pursue legislative changes to assure that MPS students and taxpayers are held harmless from the effect of Choice and to provide MPS with time to plan and budget for any necessary reductions.

Respectfully submitted,

ROBERT C. JASNA
Superintendent of Schools

Attachment

Vice-President Johnson assumed the chair at 6:27 PM.

President Bills moved that MPS file a Friend of the Court brief in support of the litigants.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 6:46 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 16, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:36 PM.

Present—Directors De Bruin, Fisher, Sinicki, Small, Todd (7:03 PM) and President Bills—6.

Absent and excused—Directors Gardner, Johnson and O'Neil—3.

APPROVAL OF MINUTES

The minutes of the regular Board meeting of June 28, the special Board meeting of July 14 and the Regular Board meeting of July 26, 1995 were approved as printed.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

August 16, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

The annual Council of Great Cities Schools convention begins on September 27, the date of the regular September Board meeting.

Since a number of Board members may be attending the convention, the Board may wish to reschedule the September 27 meeting. The meeting could be moved up one week and combined with the Board meeting to consider personnel and instruction items, already scheduled for September 20.

The day of the regular Board meeting is determined by Board rule 1.02 (1), so this rule would need to be suspended if the Board wants to reschedule the meeting.

NANCY R. NOESKE
Director, Office of Board Governance

By unanimous consent, consideration of the communication was deferred until later in the meeting.

COMMITTEE OF THE WHOLE

Director Fisher moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 6 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Sinicki, Small, and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:40 PM.

The Board rose from the Committee of the Whole at 7:32 PM.

Director Sinicki, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 6 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Report on City of Milwaukee's Proposed Termination of Services to MPS for Workers' Compensation Claims

Director Small moved that the Board retire to executive session, under the provisions of Wisconsin Statutes, Section 19.85 (1) (e), for the purpose of developing negotiating strategy with respect to the Board's position on the City of Milwaukee's decision to discontinue workers' compensation services to MPS

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Sinicki, Small, Todd and President Bills—6.

Noes—None.

The Board retired to executive session at 7:33 PM.

The Board reconvened in open session at 7:54 PM.

* * * * *

(Item 2) Monthly Finance and Facilities Matters: Approval of Award of Contracts and Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report

Superintendent's Recommendations

1. That the Board approve the following contracts:

PHASE III ADA COMPLIANCE WORK—BID PACKAGE 4

Division 1—South Division High School
Reichl Construction Inc., low bidder, base bid of $314,600 minus $85,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, for a total contract of $229,600

Division 2—Seventy-eighth Street School
Choice Construction Companies, Inc., low bidder, base bid of $118,856, minus $2,880 for mandatory alternate bid 1 to eliminate the removal and replacement of

stair handrails, minus $9,480 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $29,900 for mandatory alternate bid 3 to include the fire alarm replacement system, for a total contract of $136,396

Division 3 - Whitman School
Choice Construction Companies, Inc., low bidder, base bid of $58,911 minus $6,100 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $25,400 for mandatory alternate bid 3 to include the fire alarm replacement system for a total contract of ..... $ 78,211

Division 4 - Whittier School
Choice Construction Companies, Inc., low bidder, base bid of $43,223 minus $3,900 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $18,900 for mandatory alternate bid 3 to include the firm alarm replacement system for total contract of ..... $ 58,223

WINDOW REPLACEMENTS

Division 2 - Kagel School
J.F. Cook Co., Inc., low bidder, base bid of $492,775

MASONRY REPAIRS

Division 1 - Lapham Park Center
Wisconsin Restoration, Inc., low bidder, base bid of ..... $ 96,369

Division 2 - Pulaski High School
Pukall Co., Inc., second low bidder, base bid of $111,900

PHASE III ADA COMPLIANCE WORK - BID PACKAGE 5

Division 1 - Goodrich School
Giorgi Construction, Inc., low bidder, base bid of $192,000 minus $5,886 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails for a total contract of $186,114

Division 2 - Happy Hill School
William Sackerson Construction Co., Inc., low bidder, base bid of $156,000 minus $1,400 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, minus $3,000 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $24,000 for mandatory alternate bid 3 to include the fire alarm replacement system for a total contract of $175,600

Division 3 - Hawthorne School
Lupinski, Inc., low bidder, base bid of $40,473 minus $0 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, minus $2,500 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $19,987 for mandatory alternate bid 3 to include the fire alarm replacement system for a total contract of ..... $ 57,960

Division 4 - Thoreau School
William Sackerson Construction Co., Inc., low bidder, base bid of $144,000 minus $7,200 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, minus $3,600 for mandatory alternate bid 2 to eliminate the fire alarm system modifications, plus $32,000 for mandatory alternate bid 3 to include the fire alarm replacement system for a total contract of..... $165,200

3. That the Board accept the following Report of Revenues and Expenses, as of June 30, 1995:

A. Statement of Revenues:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$622,200,804	$0	$622,200,804	$618,697,342	$3,503,462	99.4%
Categorically Aided	64,712,786	11,852,776	76,565,562	71,517,165	5,048,397	93.4%
School Nutrition	24,607,868	0	24,607,868	23,201,048	1,406,820	94.3%
Construction	7,900,000	0	7,900,000	7,924,402	-24,402	100.3%
Extension	6,445,937	0	6,445,937	5,944,904	501,033	92.2%

B. Statement of Expenses:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$622,200,804	$13,191,186	$635,391,990	$636,735,479	$-1,343,489	100.2%
Categorically Aided	64,712,786	12,457,191	77,169,977	72,561,941	4,608,036	94.0%
School Nutrition	24,607,868	316,702	24,924,570	23,244,520	1,680,050	93.3%
Construction	7,900,000	18,361,654	26,261,654	23,077,904	3,183,750	87.9%
Extension	6,445,937	38,145	6,484,082	5,617,719	866,363	86.6%

(1) Represents Board approved transfers during fiscal year 1995 and appropriations for purchases encumbered in fiscal year 1994.

(2) Encumbrances and expenditures included through June 30, 1995, and payrolls through June 30, 1995.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Sinicki, Small, Todd and President Bills—6.

Noes—None.

* * * * *

(Item 3) Report regarding the Transportation Policy for Children K through 6 Years and Placing Phone Numbers on School Buses

At the June 28, 1995 meeting of the Board of School Directors, the administration was asked to report on the feasibility of modifying Wisconsin Administration Code: TRANS 300 to permit the display of a bus company name and telephone number at the rear of the bus, and to detail the pros and cons of modifying Board policy FILE: EEA, to include age six. This policy requires that a responsible person be at a bus stop before a child in grade K3 and K4 be discharged from a bus.

Regarding the display of a bus company name and telephone number, Wisconsin Administration Code TRANS 300 has been revised to permit the display of a bus company's name and telephone number at the rear of the bus. MPS will modify its contracts with bus companies accordingly.

Regarding the modification of Board policy FILE: EEA, Pupil Transportation Services (PTS) and all bus companies under contract with MPS are committed to providing safe and responsive transportation services to all students, including when parents are unable to be at a bus stop due to an emergency. There is, however, a problem with expanding the policy to include a specific age, such as age six. Identification of students affected by the policy would be difficult, as some children who are older than six are smaller than other children younger than six. Without visible identification on the child, it would be impossible for a driver to know exactly which children are six and younger.

Rather than address a specific age, PTS will provide a service to parents who feel that, regardless of their child's age, some precaution is necessary to ensure that the child is not dropped-off unless a responsible person is present. PTS will make available to all elementary parents an identification necklace that will indicate that their child should not be dropped-off unless a responsible person is present. Parents/guardians can place the necklace on the child in the morning, and teachers can ensure the necklace is on the child in the afternoon. In this manner, bus drivers can easily identify students, regardless of age, whose parents feel this emergency precaution is necessary.

The above changes in transportation procedures support the Board goals related to school climate and parent involvement. No policy revision is needed. Bus contract specifications and procedures will be modified accordingly.

There will be an additional cost of approximately $8,000 to $10,000 for the student identification necklaces. Funds will come from existing accounts.

Summary:

The administration will revise bus company contracts to require that the name and telephone number of the bus company be displayed at the rear of the bus in accordance with Wisconsin Administration Code TRANS 300.

The administration will make available to elementary students an identification necklace to be worn when on the bus. Bus contract specifications will require that no student who is wearing a necklace be dropped off without a responsible person present. The administration will direct bus companies and bus drivers that no student should be dropped off at a corner if the bus driver believes conditions are unsafe, and that no student wearing an identification necklace will be dropped-off without a responsible person present.

* * * * *

(Item 4) Preliminary Report on the District's Year-End Financial Position

A financial report on FY95 activities is attached. The report includes an executive summary followed by a brief narrative report and more detailed information on schools and departments.

The School Operations Fund concluded FY95 operations with a net surplus of $0.1 million.

- The district realized a $1.5 million surplus in revenues and a $1.4 million deficit in expenditures, for an overall surplus of $0.1 million. School expenditures were 100.4% of their authorized budgets. Department and central account expenditures were 100.1% of their authorized budgets.

- The district managed its expenditure level to minimize its year end surplus, and as a result retained approximately $6.9 million in state aids and revenue "cap" authority.

- Fund balance (financial reserves) is expected to increase by approximately $3.7 million, resulting in an ending fund balance of $77.5 million on an accounting basis. (The fund balance is calculated on an accounting basis, meaning that the financial activities are presented in the operating statement only if it represents a revenue source external to the district or the receipt of goods and services.)

A small number of schools concluded FY95 with deficits greater than 3%. These schools will carry over the amount of deficit greater than 3%.

The district will generate sufficient state aids to fund the adopted FY96 budget and to provide significant property tax relief. The actual amount of the prospective property tax relief is subject to actual MPS enrollment on the third Friday in September 1995.

* * * * *

(Item 5) Establishment of Procedures to Handle a Resolution by President Bills Regarding the Establishment of an Agenda to Educate Milwaukee's Children to Twenty-first Century Standards

Resolution

1. At its meeting on July 26, 1995, the Board referred the following resolution, which was introduced by President Bills, to the Committee of the Whole:

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 redeploy 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; 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:

1) Initiate a year round school calendar.

2) Guarantee any child who wants an integrated education, a school and transportation to it.

3) Provide a neighborhood school option to any child who maintains a 95% attendance and good behavior.

4) Tie innovative options to school accountability by reopening schools which fail to educate all children to high standards under new management with the philosophy of 20-20 schools.

5) Transport children for integration, space and safety only.

6) Challenge the community to create early childhood centers to provide high quality child care for children 0-4 to respond to welfare ending in 1997.

7) Redesign the student assignment process based on the above goals.

8) Consider decentralizing per pupil funding.

9) Dedicate our construction fund to retrofitting our buildings to accommodate several smaller programs and to phasing in air conditioning and ADA compliance.

10) Consider implementing the "Chicago" governance model at our schools to replace SBM and SDM.

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.

12) Ask each school to send a parent delegate to the parent leadership academy to act as a linkage and liaison between the Board and the schools.

13) Ask each school to send a student delegate to the Student Leadership Academy for linkage.

2. Because the resolution deals with a number of different issues, it would be appropriate for the Board to group the various items listed in the resolution and refer them to the appropriate Committees or meetings of the Committee of the Whole.

Recommendation

That the Board determine how it wishes to handle the resolution.

Director Small moved that the resolution be divided and that the different items be brought to the meetings of the various committees as appropriate and timely.

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

Ayes—6; Noes—0.

* * * * *

(Item 6) Resolution by Director Small Regarding Increased Transportation Costs Resulting from Expansion of the Choice Program

Resolution

At its meeting on July 26, 1995, the Board referred the following resolution, which was introduced by Director Small, to the Committee of the Whole:

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.

Recommendation

That the Board determine whether it wishes the administration to obtain the information requested in the resolution.

Director Small moved adoption of the resolution.

Director De Bruin moved to amend the resolution by deleting the last "further resolved."

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

Ayes—6; Noes—0.

The question being on adoption of the resolution as amended, it was adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

* * * * *

The Chair ruled that the communication from the Director, Office of Board Governance, set aside earlier in the meeting, was now before the Board for action.

Director Fisher moved to suspend Board rule 1.02 (1) and reschedule the September 27, 1995, regular Board meeting to September 20, 1995.

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

Ayes—6; Noes—0.

The Board adjourned at 8:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 23, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:35 PM.

Present—Directors De Bruin, Fisher, Gardner, O'Neil, Sinicki, Small and President Bills—7.

Absent and excused—Directors Johnson and Todd—2.

AWARDS AND RECOGNITIONS

Mr. Gilman Thompson, policy analyst in the Office of Board Governance and former budget director, *retired after 27 years of service to the Milwaukee Public Schools on July 28, 1995.* He began working for the Milwaukee Public Schools in 1968 as a budget analyst and was named budget director in 1987. In 1994, he began working as a policy analyst in the Office of Board Governance. In this role, he was mainly responsible for the revisions made to the Board of School Directors' policy manual which was a major accomplishment. Over the years, Mr. Thompson has provided excellent service to the Milwaukee Public Schools. The entire school family extends its appreciation for his many years of dedicated service.

Mr. Richard Wenzel, **manager of pupil transportation services,** *retired after 41 years of service with the Milwaukee Public Schools*. In 1954, Mr. Wenzel began as a teacher at the former Allen School. He worked as an assistant supervisor in the area of community relations, served as director of transportation and then was manager of transportation services until his retirement. Mr. Wenzel has received many awards over the years. Recently, he was the recipient of the National Safety Council's Distinguished Service to Safety Award. In 1994, he was named an outstanding alumni from Marquette University and in 1992-93 he was named the Transportation Supervisor of the Year by the American Automobile Association, Wisconsin Division. Mr. Wenzel has also directed and appeared in numerous musicals and variety shows, including the Van Buren Players, the Marquette Players, the Village Playhouse of Wauwatosa, the Brookfield Players, and the Milwaukee Players. He produced and directed the MPS Bicentennial Pageant in 1976 in which thousands of students performed at the MECCA auditorium and has been involved with the production of the MPS Bienniel Music Festival for many years. The school district extends its gratitude to Mr. Wenzel for his dedication and commitment to excellence and applauds the many distinctions he has received over his long career.

Ricky Taylor, student at the Milwaukee High School of the Arts, won first place in the United States Congressional Art Competition, for his self-portrait entitled, "WHY." His artwork was displayed along with others from throughout the country, in the U.S. Capitol this summer. Ricky was also honored at a reception in Washington, D.C. in June.

Lori Dillion, **a student at the Milwaukee High School of the Arts**, was selected by the *Badger Girls State program to represent Wisconsin at the Girls Nation* meeting in July in Arlington, Virginia. The program teaches young women how a democratic government works at the local, county, and state levels.

Violinist Erica Smith, a graduating senior at Rufus King High School, *was selected to perform with the Milwaukee Symphony Orchestra at concerts this summer*. She is a student at the String Academy of Wisconsin at UWM and has also been a student at the Wisconsin Conservatory of Music. Erica received many awards for her musical achievements. She was named a winner in the 1994 UWM High School Young Artists Competition and the 1995 Milwaukee Youth Symphony Orchestra's Senior

Symphony Concerto Competition and received the Carrie Rondeau Memorial Scholarship. As a

member of the Milwaukee Youth Symphony Orchestra's Senior Symphony, she performed in Carnegie Hall in May, 1994. Erica also received an honorable mention in the 1992 Indiana University Kreisler Competition and the 1993 Vivaldi Competition at the String Academy of Wisconsin, and was a finalist in the 1994 and 1995 Milwaukee Symphony Orchestra Young Artists Auditions.

The following students were *winners in the "Write About Me" program*, in which more than 20,000 Milwaukee area students wrote about their dreams, families, ideas, memories, and letters and poems. The winners' entries will be published in the "1995 Write About Me Book" and received a U.S. Savings Bond. The winning students in the high school division are:

Nhia Vang, Rufus King High School, *first place*
Kathie Cornelia Jones, North Division High School, *second place*
Tinisha Lynn Hale, North Division High School, *third place*

Andres Garcia, a 1995 graduate of Hamilton High School, *was named the recipient of a $10,000 scholarship from the Hispanic Chamber of Commerce of Wisconsin 's* Education Fund/Philip Arreola Scholarship Committee. He will be attending the Milwaukee School of Engineering.

Jude Kesl, a teacher a science and mathematics teacher at the Grand Avenue Middle School, was selected as one of eight teachers nationwide to participate in the *JASON Project Teacher Argonaut program.* She led a small group of students who were selected as student argonauts on an expedition this summer.

Mary Jakubiak and Mary Widen, teachers at Tippecanoe School for the Humanities, *received the National Grand Prize in Warner Cable and the Arts & Entertainment Network's Eighth Annual Teacher Grant Competition*. They were honored for their innovative approach to utilizing Arts & Entertainment in their classroom instruction.

The following teachers were honored for their innovative projects entered in the *Warner Cable Teaching Creatively with Cable teacher's grant program:*

Jane Borden, Christy Robers, and Kim Abler, Tippecanoe School for the Humanities
John Holmes, John Marshall High School
Char Harteau and Jeff Bersch, Edison Middle School

APPROVAL OF MINUTES

The minutes of the regular Board meeting of June 28, the special Board meeting of July 14, and the regular Board meeting of July 26, 1995 were approved as printed.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 9 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:43 PM.

The Board rose from the Committee of the Whole at 7:52 PM.

Director O'Neil, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 and Items 3 through 9 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Report on School-To-Work

The Superintendent presented a 9 minute videotape regarding the School To Work Initiative.

* * * * *

(Item 2) Update on and Development of Bargaining Strategy with Respect to Contract Negotiations with the MTEA and ASC

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

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, O'Neil, Sinicki, Small, and President Bills—6.

Noes—None.

Abstaining from voting—Director De Bruin—1.

The Board retired to executive session at 7:53 PM.

The Board reconvened in open session at 8:58 PM.

* * * * *

(Item 3) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Deletion of Names from the List of Appointed Teachers; Report on Resignations; Affirmative Action Report; 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, School Social Workers and School Psychologists

2. The Superintendent recommends that the Board approve the following appointments of teachers, school social workers 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.

Deletion of Names From the List of Appointed Teachers

4. This is an informational report and no action is required.

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 Affirmative Action

6. The affirmative action monthly personnel transaction report for May, 1995 is attached. This is an informational report; no action is required.

Approval of Prevailing Wage Rates

7. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

8. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council are attached, dated June 7, 14, 30 and July 12, 1995 (pages 49-66).

Superintendent's recommendations

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

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

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Delta Caesar C & I	Head Start Van Driver $8.00/hr.($9,600.00/yr.) (Replacement for termination)	09-05-95
Teresa Cerda New School Comm. Serv.	School Secretary I $17,319.56/yr. (New position)	08-23-95
Margaret Cortez Ex. Ed. & Supp. Serv.	Clerk Typist I $15,982.46/yr. (Replacement for transfer)	08-07-95
Barbara DeMuth Kilbourn	Clerk Typist I $13,251.11/yr.	08-23-95

(Replacement for transfer)

APPOINTMENTS, continued

Name and Assignment	Position and Salary	Date
Rayford Drake Fac. & Main.	Boiler Attendant Trainee $21,078.46/yr. (Replacement for promotion)	08-07-95
Ruben Garcia Fac. & Main.	Plumber $22.40/hr.($44,800.00/yr.) (Replacement for resignation)	06-26-95
Dawn Gutierrez EESSC	Clerk Typist I $13,251.11/yr. (New position)	06-19-95
Stephanie Hampton EESSC	Clerk Typist I $15,982.46/yr. (Replacement for resignation)	08-07-95
Martin Kaye Fac. & Main.	Boiler Attendant Trainee $21,078.46/yr. (Replacement for retirement)	07-17-95
Keith Krupar Fairview	Handicapped Children's Assistant $11,274.31/yr. (New position)	08-30-95
Mary LaPointe Garfield	School Secretary I $17,736.00/yr. (Replacement for resignation)	06-19-95
Agatha Michaels Fernwood	Clerk Typist I $13,251.11/yr. (Replacement for leave of absence)	06-16-95
Mark Narlock Fac. & Main.	Steamfitter $22.81/hr.($45,620.00/yr.) (Replacement for promotion)	06-26-95
Patricia Olson WI Cons. of Lifelong Lrng.	School Secretary I $19,257.33/yr. (New position)	08-23-95
Steven Scheffel Warehouse & Dist. Serv.	Material Handler I $25,842.70/yr. (Replacement for resignation)	07-05-95
Tiffany Smith Burroughs	Clerk Typist I $13,251.11/yr. (Replacement for retirement)	08-23-95
Mary Stevenson McNair	Clerk Typist I $13,251.11/yr. (New position)	08-23-95
Helene Tarantino	Clerk Typist I	08-23-95

Allen-Field	$13,251.11/yr.

APPOINTMENTS, continued

Name and Assignment	Position and Salary	Date
	(Replacement for transfer)	
Reverlanet Walker Lapham Park Assess. Ctr.	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	08-23-95
Eutossha Wilson Madison	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	08-23-95
Nicole Wilson Starms Disc. Lrng. Ctr.	Clerk Typist I $13,251.11/yr. (New position)	08-23-95
Craig Winstead Fac. & Main.	Carpenter Apprentice $8.08/hr.($16,160.00/yr.) (New position)	06-27-95
Lor Xiong Finance	Programmer $28,774.00/yr. (New position)	06-12-95

PROMOTIONS

Edith Brunson Malcolm X	Food Service Manager III $16,343.66/yr.	08-28-95
Alan Forrest Riverside	Building Service Helper II $20,038.46/yr.	06-19-95
Jerald Harris Kosciuszko	Building Service Helper II $20,038.46/yr.	06-19-95
Sue Ellen Heiser LaFollette	Food Service Manager I $12,931.34/yr.	06-05-95
Iris Ithier 27th	School Secretary I $15,157.33/yr.	05-31-95
Sylvia Juarez 53rd	Food Service Manager I $12,931.34/yr.	08-28-95
James Kizewski Warehouse & Dist. Serv.	Stockroom Custodian $33,202.52/yr.	07-06-95
Neal Klinkert Warehouse & Dist. Serv.	Inventory Clerk $34,132.80/yr.	07-01-95
Kelly Knueppel Ins. & Risk Mgmt.	School Secretary I $18,270.72/yr.	05-08-95
Beth Kralj	Food Service Manager I	08-28-95

Wisconsin Avenue	$13,146.32/yr.

PROMOTIONS, continued

Name and Assignment	Position and Salary	Date
Diane Kubatzki Greenfield	School Secretary I $15,157.33/yr.	06-13-95
Susan McKenna Kosciuszko	Food Service Manager IV $16,357.03/yr.	08-28-95
Susanne McKenzie Engleburg	School Secretary I $15,157.33/yr.	06-13-95
Sheila Nelson Lloyd	Food Service Manager III $14,843.25/yr.	08-28-95
Arlene Roberts Hawthorne	Food Service Manager II $15,737.55/yr.	08-28-95
James Scharpf Garfield	Food Service Manager I $13,146.32/yr.	08-28-95
Barbara Schmit Thoreau	Food Service Manager IV $20,005.68/yr.	08-28-95
Jeffrey Thomas Robinson	Boiler Attendant Trainee $21,078.46/yr.	07-17-95
Myrian Valentin Washington	Data Processing Technician $28,774.72/yr.	07-01-95
Nicholas Wambach Warehouse & Dist. Serv.	Recreation/Inventory Supply Cust. $33,790.90/yr.	07-06-95
William White Lincoln Middle	Building Service Helper II $20,038.46/yr.	07-17-95
Norma Wiesner Clarke	School Secretary I $15,157.33/yr.	06-13-95

REINSTATEMENTS

Marlene Livieri Riley	Clerk Typist I $15,777.11/yr.	08-23-95

RETURNS FROM LEAVE

Lula Weaver EESSC	School Secretary I $20,579.23/yr.	06-21-95
Robert Arsiniega EESSC	School Secretary I $19,013.02/yr.	07-06-95
Greg Beck Craig	School Engineer I $32,429.28/yr.	07-03-95

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Jomina Black Gaenslen	Handicapped Children's Assistant $11,274.31/yr.	06-05-95
Kathy Boyd-Turner Audubon	School Bookkeeper $25,360.44/yr.	08-25-95
Mary Bratchett Fac. & Main.	School Secretary I $20,491.38/yr.	06-21-95
Patty Coleman Parent & Student Serv.	School Secretary I $18,270.72/yr.	07-05-95
Sally Colker Custer	Food Service Manager II $17,813.08/yr.	08-28-95
Suzanne Engelbart Finance	Account Clerk I $23,029.37/yr.	07-31-95
Carol Hoffmann Riverside	School Secretary I $23,189.66/yr.	06-21-95
James Klasinski Roosevelt	Food Service Manager II $16,118.49/yr.	08-28-95
Ouida McKay Clemens	Clerk Typist I $13,251.11/yr.	08-23-95
Sergio Rentas Pleasant View	Food Service Manager I $12,931.34/yr.	08-28-95

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CERTIFICATED APPOINTMENTS - TEACHERS, SCHOOL SOCIAL WORKERS AND SCHOOL PSYCHOLOGISTS

	Teachers - Schedule 01	Division	Experience Salary	Years Credit	Start Date
	Effective between May 18, 1995, and May 30, 1995, inclusive:				
(r)	Susan M. Smits Elementary	B	24,413	0	05-30-95
	Effective between May 31, 1995, and June 14, 1995, inclusive:				
(nr)	Kathleen M. Quirk Library Media Specialist	B	29,296	4	06-05-95
(nr)	Eva Marie Schlichting Biology/BF Science	B	24,413	0	06-12-95
	Effective September 1995, payroll:				
(nr)	Nikki L. Airaudi Upper Elementary	B	24,413	0	08-30-95
(r)	Steven J. Akin Mathematics	B	24,413	0	08-30-95
(r)	Samuel L. Anderson Elementary	B	24,413	0	08-30-95
(nr)	Terri S. Anderson C. D.	B	24,413	0	08-30-95
(r)	Thomas D. Balistreri Elementary	B	24,413	0	08-30-95
(r)	Marlon H. Banks L. D.	B	30,516	5	08-30-95
(r)	Allen F. Bark Elementary	B	24,413	0	08-30-95
(r)	Joleen M. Barry Elementary	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Experience Salary	Years Credit	Start Date
	Effective September 1995, payroll:				
(nr)	Preston C. Bell Tech. Ed.	B	24,413	0	08-30-95
(nr)	Abdallah Bendada Math./Chem./Physics	E (+$1,000 for earned Ph.D.)	31,529	1	08-30-95
(nr)	Kelly M. Brennan Elementary	B	24,413	0	08-30-95
(r)	Ivy J. Brown English/Phy. Ed.	B	24,413	0	08-30-95
(r)	Nancy A. Bukiewicz Elementary	B	24,413	0	08-30-95
(nr)	Barbara L. Burns Elementary	BB	25,634	0	08-30-95
(r)	Janet D. Butler Elementary	B	24,413	0	08-30-95
(r)	Nneka S. Canser Elementary	B	24,413	0	08-30-95
(nr)	Sandra K. Cardarelle E. D.	B	24,413	0	08-30-95
(r)	Mary M. Catena Upper Elementary	B	24,413	0	08-30-95
(r)	Lenore J. Ceizyk English/History	B	24,413	0	08-30-95
(r)	Deborah A. Ciepluch Elementary	B	24,413	0	08-30-95
(nr)	Ronald K. Clayton Elementary	B	25,634	1	08-30-95
(r)	Michelle L. Coan Elementary	B	24,413	0	08-30-95
(r)	Cheryl N. Crosby L. D.	B	24,413	0	08-30-95
(r)	Mathew R. Cuomo Elementary	BB	25,634	0	08-30-95

Teachers - Schedule 01		Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:					
(r)	Lisa M. D'Alessio Elementary	B	24,413	0	08-30-95
(r)	Debra L. Dawson Elementary	B	25,634	1	08-30-95
(nr)	Cindy M. Deemer Mathematics	B	24,413	0	08-30-95
(r)(b)	Mary Lou DeFino Bilingual/Eng. & Span.	D	40,330	12.2	08-30-95
(nr)	Synthia A. Denick Elementary	B	24,413	0	08-30-95
(r)	Jack L. Dierks Elementary	BB	30,760	4	08-30-95
(r)	Lori A. Dingman Spanish/Health	C	28,966	1	08-30-95
(r)	Julie A. Dittmer Speech Pathology	B	24,413	0	08-30-95
(nr)	Suzanne R. Dobbs Upper Elementary	B	24,413	0	08-30-95
(nr)	James L. Dorn Phy. Ed./Health	B	30,516	5	08-30-95
(nr)	Melissa M. Dorsch E. D.	B	24,413	0	08-30-95
(nr)	Terry A. Douglas Vision Impaired	B	24,413	0	08-30-95
(nr)	Jennifer R. Esser Upper Elementary	B	24,413	0	08-30-95
(nr)	Todd M. Everson Physics/BF Science	B	24,413	0	08-30-95
(r)	Laura A. Ewig Elementary	B	24,413	0	08-30-95
(r)	Portia D. Ewing Elementary	B	24,413	0	08-30-95

Teachers - Schedule 01	Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:				
(r) Maria C. Eyers EC:EEN	B	24,413	0	08-30-95
(r) Susan A. Firer Elementary	B	24,413	0	08-30-95
(nr) Andrew E. Flater Upper Elementary	B	24,413	0	08-30-95
(nr) James J. Flegel Elementary	B	24,413	0	08-30-95
(nr) Brian F. Foley Upper Elem./Math.	B	28,075	3	08-30-95
(r) Angela G. Ford-Jackson Math./Alt. Programs	B	24,413	0	08-30-95
(nr) Bryan R. Freeman Elementary	B	24,413	0	08-30-95
(r) Dianne A. Freeman Upper Elementary	B	24,413	0	08-30-95
(nr) Shanda L. Gandy Upper Elem./English	B	24,413	0	08-30-95
(nr) Jolen M. Gaska Elementary	B	24,413	0	08-30-95
(r) Tyrone A. Gauger Elementary	B	24,413	0	08-30-95
(nr) Frank E. Germanson Elementary	B	24,413	0	08-30-95
(r) Margarita Gest Elementary/Bilingual	B	24,413	0	08-30-95
(nr) Christine J. Gollakner Elementary	B	24,413	0	08-30-95
(nr) Karen J. Green Elementary	B	24,413	0	08-30-95
(r) Charles W. Green, III Elementary	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:					
(nr)	Amy S. Gruszewski Music	B	24,413	0	08-30-95
(nr)	Lumark Gulley Instrumental Music	B	24,413	0	08-30-95
(r)	Colleen V. Hallman C. D.	B	25,634	1	08-30-95
(nr)	Pamela A. Hamburg Elementary	B	24,413	0	08-30-95
(r)	Kim C. Hammerling Elementary	B	24,413	0	08-30-95
(nr)	Jarett E. Handrick Physical Education	B	24,413	0	08-30-95
(r)	Elizabeth M. Hannemann Elementary	B	24,413	0	08-30-95
(r)	Christopher J. Hansen Physically Handicapped	B	29,296	4	08-30-95
(r)	Cherylynne M. Hansome Upper Elementary	B	24,413	0	08-30-95
(nr)	Gary L. Hanson Elementary	B	25,634	1	08-30-95
(r)(b)	Lucia Herrera-Delgadillo Guidance/Bilingual	BB	29,479	3	08-30-95
(r)	Timon A. Herring Upper Elementary	B	24,413	0	08-30-95
(nr)(a)	David C. Higley Elementary	BB	29,479	2.6	08-30-95
(r)	Nancy K. Hollweck Elementary	B	29,296	4	08-30-95
(nr)	Tony A. Ingram Tech. Ed.	C	27,587	0	08-30-95
(r)(a)	Karen A. Jagmin Upper Elem./Reading	B	34,178	8.9	08-30-95

Teachers - Schedule 01		Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:					
(r)	Wendy C. Johnson Elementary	B	24,413	0	08-30-95
(nr)	Pamela A. Jones English	B	24,413	0	08-30-95
(nr)	Carolyn F. Joseph EC:EEN	B	24,413	0	08-30-95
(nr)(a)	Valerie A. Jostock EC:EEN	BB	30,760	4	08-30-95
(nr)	David J. Kelln Elementary	B	24,413	0	08-30-95
(nr)	Jyl M. Krohn Upper Elementary	BB	25,634	0	08-30-95
(nr)	Deborah N. Krueger Elementary	B	24,413	0	08-30-95
(r)	Jeffrey T. Kurka Upper Elementary	B	24,413	0	08-30-95
(r)(b)	Genevera A. Labisch Consumer Education	D	38,890	9	08-30-95
(r)	Rennie C. Laing Elementary	BB	25,634	0	08-30-95
(r)	Julie A. Landry Elementary	B	24,413	0	08-30-95
(r)	Jennifer J. Lehman Elementary	B	24,413	0	08-30-95
(nr)	Bert A. Lietzow Tech. Ed./Construction	C	37,242	7	08-30-95
(nr)	Dale S. Loebel Elementary	B	24,413	0	08-30-95
(nr)	Michelle E. Loeffel Elementary	B	24,413	0	08-30-95
(nr)	Tanya M. Malacinski Guidance	C	27,587	0	08-30-95

Teachers - Schedule 01		Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:					
(r)	Timothy B. Manzke Math./Computers	BB	25,634	0	08-30-95
(r)	Rebecca M. Marra English	B	24,413	0	08-30-95
(nr)	Julie M. McNally Elementary/Bilingual	B	25,634	1	08-30-95
(r)	Steven T. McQuin Upper Elementary	B	24,413	0	08-30-95
(r)	Amy L. Mertins Elementary	B	24,413	0	08-30-95
(r)	Brenda R. Mikell Guidance/Soc. Studies	C	28,966	1	08-30-95
(nr)	Amie C. Mintz Elementary	C	31,725	3	08-30-95
(r)	Rhoda F. Nathan L.D./E.D./English/Theatre	C	27,587	0	08-30-95
(r)	Judith M. Offenbacher Upper Elem./Bilingual	B	24,413	0	08-30-95
(r)	Jennifer A. Oteman Speech Pathology	B	24,413	0	08-30-95
(r)	Mary E. Owens E. D./L. D.	B	24,413	0	08-30-95
(r)	Nancy G. Pangallo Upper Elementary	B	24,413	0	08-30-95
(nr)	Frelesha A. Parker Elementary	B	26,854	2	08-30-95
(nr)	Deborah A. Patterson Math./Business Ed.	B	24,413	0	08-30-95
(nr)	Tim Patton Math./Physics	B	24,413	0	08-30-95
(nr)(b)	Mary C. Rayner Speech Pathology	C	33,104	4	08-30-95

Teachers - Schedule 01	Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:				
(nr) Amy A. Reiter Elementary	B	24,413	0	08-30-95
(r)(b) Barbara L. Riebau Mathematics	BB	32,042	4	08-30-95
(nr) Kristine A. Rimbey Physical Education	B	24,413	0	08-30-95
(nr)(b)Linda D. Robinson Elementary	BB	35,887	10	08-30-95
(nr) Sandra A. Rondou L. D.	B	24,413	0	08-30-95
(r) Luis A. Rosado Elementary/Bilingual	B	24,413	0	08-30-95
(r) Michael D. Sapp Mathematics	B	24,413	0	08-30-95
(nr) Julie A. Schley Occupational Therapy	B	24,413	0	08-30-95
(nr) Heidi R. Schmidt Elementary/Bilingual	B	24,413	0	08-30-95
(nr) Kim J. Schroeder Elementary	B	24,413	0	08-30-95
(r) Lynn P. Simonsen Elementary	B	24,413	0	08-30-95
(r) Rita E. Simons-Santiago Spanish	C	30,345	2.5	08-30-95
(r) Bert M. Sisk Elementary	B	24,413	0	08-30-95
(r) Alberta A. Smiley Elementary	B	24,413	0	08-30-95
(r) Nicole V. Smith Business Education	B	24,413	0	08-30-95
(r) Angela D. Spearman Upper Elementary	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Experience Salary	Years Credit	Start Date
Effective September 1995, payroll:					
(r)	Lisa D. Spearmon Upper Elementary	B	24,413	0	08-30-95
(nr)	Mark J. Spoerk Tech. Ed.	B	32,958	7	08-30-95
(r)	Sandra J. Strande L. D.	B	24,413	0	08-30-95
(r)	Rebecca J. Taylor Elementary	B	24,413	0	08-30-95
(r)	Carolynne V. Varilla Elementary	BB	25,634	0	08-30-95
(r)	Doncella R. Washington Elementary	B	24,413	0	08-30-95
(nr)	Kristin M. Wasielewski French	B	24,413	0	08-30-95
(nr)	Sarah J. Weiland Mathematics	B	24,413	0	08-30-95
(r)	Dale N. Weiss Elementary	C	30,345	2	08-30-95
(nr)	Gina M. Whipp Elementary	B	24,413	0	08-30-95
(r)	Aaron Womack, Jr. Upper Elementary	B	24,413	0	08-30-95
(r)	Heather E. York L. D.	B	24,413	0	08-30-95
(nr)	Diane B. Zembrosky Upper Elementary	B	24,413	0	08-30-95
(r)	Christina K. Zigan Upper Elementary	B	24,413	0	08-30-95
(nr)(a)	Kelly S. Zima Elementary	B	25,634	1.5	08-30-95

Teachers - Schedule 01	Division	Experience Salary	Years Credit	Start Date
School Social Workers - Schedule 02				
Effective September 1995, payroll				
(r) Jeanine Singleton		34,692	0	08-23-95
(r) Susan M. Strojny		34,692	0	08-23-95
School Psychologists - Schedule 05				
Effective September 1995, payroll:				
(r) Sherri L. Allen		33,789	0	08-23-95
(nr) Michelle L. Anderson		33,789	0	08-23-95
(nr) Marie A. Baumeister		33,789	0	08-23-95
(r) Jordan A. Gallitz		33,789	0	08-23-95
(r) Kathleen J. Hitz		33,789	0	08-23-95
(nr) Edgar X. Jordan		33,789	0	08-23-95
(nr) Jennie Katrichis		33,789	0	08-23-95
(nr) Jason J. Lau		33,789	0	08-23-95
(r) Susan M. Miller		33,789	0	08-23-95
(r) Tiffany M. Prather		33,789	0	08-23-95
(nr) Jean M. Sprengel		33,789	0	08-23-95

(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
Personal Leave, to June, 1996:		
Adaliza Acosta Gonzalez	Morgandale	August 30, 1995
Laurie Bauer	Franklin	August 30, 1995
Peggy Buerosse	Riverside	August 30, 1995
Amy Burns Kahn	Garfield	August 30, 1995
Judy Gerrity	Longfellow	August 30, 1995
Donna Okray	Wright	August 30, 1995
Lynda Ploeger	Barton	August 30, 1995
Virginia Randolph	38th Street	August 30, 1995
Denise Reese	EESS Center	August 30, 1995
Kathleen Schaefer	21st Street	August 30, 1995
Mario Valladares	27th Street	August 30, 1995
Illness Leave, to July 5, 1995:		
Kathleen McDermott	Recreation	May 17, 1995
Illness Leave, to January 26, 1996:		
Charlene Belland	Cooper	February 17, 1995
Maternity Leave, to June, 1996:		
Teri Norton	Bruce	August 30, 1995
Julie Schilz	Townsend	August 30, 1995
Joy Wilds	Thoreau	August 30, 1995
Sabbatical Leave, to June, 1996:		
Dura Hale	Lincoln MS	August 30, 1995
Rex Hamann	Hartford	August 30, 1995
Kent LaVelle	Alternative Programs	August 30, 1995
Elaine Schreiber	Kilbourn	August 30, 1995
Extension of Legislative Leave, to January, 1997:		
Janice Jackson	Leave	January, 1996
Extension of Personal Leave, to January, 1996:		
Maralyn Wellauer	Leave	August 30, 1995

Extension of Personal Leave, to June, 1996:

Robert Anderson	Leave	August 30, 1995
Donald Ernest	Leave	August 30, 1995
Charlotte Foryan	Leave	August 30, 1995
Dona Gilane	Leave	August 30, 1995
Sid Hatch	Leave	August 30, 1995
Kathryn Leicht	Leave	August 30, 1995
Thomas Meyer	Leave	August 30, 1995
Patrick O'Mahar	Leave	August 30, 1995
Judith Schouten	Leave	August 30, 1995

Extension of Illness Leave, to January, 1996:

Debra Klingman	Leave	August 30, 1995
Shirley Lambert	Leave	August 30, 1995
Deanne Pankratz	Leave	August 30, 1995

Extension of Illness Leave, to June, 1996:

Judith Bradley	Leave	August 30, 1995
Cynthia Lowenstein-Kane	Leave	August 30, 1995
Mikel McGrew	Leave	August 30, 1995
Karen Nettesheim	Leave	August 30, 1995
Michael Pearson	Leave	August 30, 1995
Clare Siems	Leave	August 30, 1995
Dawnmarie Traindl	Leave	August 30, 1995

Extension of Maternity Leave, to June, 1996:

Kristine Barrett	Leave	August 30, 1995
Lynn Blahnik Dugan	Leave	August 30, 1995
Peggy Chase Drana	Leave	August 30, 1995
Susan Fossali	Leave	August 30, 1995
Jane Konkel	Leave	August 30, 1995
Ann Lange	Leave	August 30, 1995
Kari McDonnell	Leave	August 30, 1995
Barbara Moeser	Leave	August 30, 1995
Jacalyn Oliva	Leave	August 30, 1995
Carol Rokni	Leave	August 30, 1995
Julie Rosenfeld	Leave	August 30, 1995

Extension of Study Leave, to January, 1996:

M. Lucia Cardoso	Leave	August 30, 1995

CURTAILMENT OF LEAVE:

Lori Cameron -- Was granted a extended personal leave from August, 1995 through June, 1996. Curtailed as of June, 1995.

Nancy Hillman -- Was granted a sabbatical leave from August, 1995 through June, 1996. Curtailed as of June, 1995.

Robert Wenner -- Was granted a sabbatical leave from August, 1995 through June, 1996. Curtailed as of June, 1995.

* * * * *

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 teachers:

The following teachers have been absent without leave from the Milwaukee Public Schools. No requests for any leaves of absence are on file. On June 7, 1995, a 15-day conference letter was sent stating that they should respond within 15 days or their name would be deleted from the list of appointed teachers. As of this date, no response has been received nor has the staff member informed the administration of his/her status.

John Girouard
Marbey Kroll
Cathy Lepkowski
David Levine

In a letter dated June 22, 1995, 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, 1995, 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.

Mary Cerasoli
Patricia Czernicki
Ruthann Datka
Kimberly Mikec
Pamela Oligney
Jennifer Toetz

In a letter dated June 22, 1995, B. Marco O'Brien was informed that he would be dropped from the list of appointed psychologists if he did not notify the Department of Human Resources of his leave status by July 1, 1995, as is required in his contract. He has been on leave for four years and is presently working at MATC. Dr. O'Brien has indicated he would not be interested in returning to a school psychologist position but has not submitted his resignation.

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

The resignations listed below have been received and accepted by the Superintendent, effective as of the dates indicated.

Name	Position	Effective Date
Annette R. Alexander	Teacher	06-14-95
Susanne M. Benish	Teacher	07-19-95
Michelle R. Bivins	Teacher	06-29-95
Shannon Boz-Stolcers	Teacher	06-14-95
H. Joan Bruggink	Teacher	06-14-95
Keith A. Burgess	Teacher	06-14-95
Alethea A. Burris	Teacher	06-01-95
Nancy J. Byers	Psychologist	07-01-95
Judith L. Cole	Teacher	07-01-95
Lawrence T. Cook	Teacher	07-03-95
Paula K. Cooper	Psychologist	07-10-95
Helena I. Curtain	Curr. Spec.	08-30-95
Ronald E. Czarnecki	Lrng. Coord.	06-14-95
Jennifer L. Davis	Teacher	07-05-95
Terina G. Edwards	Teacher	07-21-95
Marlys A. Eidsvoog	Occup.Ther.	07-23-95
John P. Engstrom	Teacher	07-10-95
Michelle L. Finch	Teacher	06-20-95
Kristine L. Finnell	Teacher	06-16-95
Janet M. Fugina	Teacher	07-14-95
Gloria J. Gable	Teacher	08-07-95
Jenifer L. Gassman	Teacher	07-01-95
Janice L. Gay	Ex. Ed. Adm.	07-01-95
Joyce S. Goldsmith	Teacher	06-14-95
Sylvia E. Gonzalez	Teacher	06-14-95
Mary J. Gore	Teacher	06-14-95
Patricia R. Graves	Psychologist	06-21-95
Colleen R. Greatens	Teacher	07-24-95
Cynthia Y. Greene	Teacher	07-01-95
Teri L. Grober	Teacher	06-14-95
Vicky A. Haas	Teacher	07-20-95
Rosemary A. Heinen	Teacher	06-14-95
George M. Hughes	Prog. Coord.	08-26-95
Bernice E. Jefferson	Library Media	08-04-95
Jennifer J. Jobs	Teacher	07-10-95
Grace A. Jones	Teacher	07-27-95
Jo Anne H. Juettner	Social Worker	06-20-95
Mary Lynne Kasch	Teacher	06-30-95
Edward D. Kopelke	Lrng. Coord.	07-01-95
Rebekah M. Kratz	Teacher	06-14-95

Name	Position	Effective Date
Dawn M. Krebsbach	Speech Path.	07-10-95
Thomas J. Landers	Teacher	09-08-95
Bruno F. Lucht	Teacher	06-14-95
Joanna L. Massoth	Teacher	06-14-95
Joan E. May	Teacher	08-22-95
Veronica A. McMahon	Teacher	07-14-95
Julie A. Molthen	Teacher	07-17-95
William P. Mosiman	Teacher	06-20-95
Lisa A. Newton	Teacher	07-10-95
Susan M. Noelck	Teacher	06-28-95
Ajamu A. Olaniyan	Teacher	07-26-95
Carmene M. O'Rourke	Teacher	06-14-95
Marcia J. Pertuz	Teacher	07-07-95
Morris A. Peterson	Teacher	06-14-95
Delores K. Pirtle	Teacher	06-14-95
Tamara A. Powell	Psychologist	06-21-95
Kelly J. Richman	Counselor	06-16-95
Mark C. Ropella	Teacher	06-14-95
Jacqueline E. Santi	Teacher	07-24-95
Laura M. Sauvageau	Teacher	06-14-95
Freda A. Schafer	Teacher	07-01-95
Carol Schimmelpfennig	Teacher	07-01-95
Gordon A. Schuetz	Ex. Ed. Dir.	07-06-95
Dorothy R. Sherry	Counselor	07-01-95
Ophelia B. Sims	Soc. Worker	06-20-95
Elizabeth A. Skiba	Teacher	07-01-95
Janice Smith-Jorjorian	Speech Path.	08-23-93
Sharon D. Spaeth	Teacher	07-20-95
Michelle Springsteen	Teacher	06-22-95
Michelle M. Suedbeck	Teacher	07-05-95
Joyce H. Taylor	Principal	07-01-95
Arhontisa Theoharis	Teacher	06-14-95
Steven R. Tompkins	Teacher	07-10-95
Phyllis S. Tragash	Teacher	06-30-95
Cherrye J. Trotman	Teacher	06-14-95
Elizabeth Vandewalle	Speech Path.	07-13-95
Henry A. Venzant	Teacher	07-13-95
Patricia A. Vespalec	Teacher	08-16-95
Kathleen E. Vincent	Teacher	08-14-95
Therese V. Weiss	Teacher	06-14-95
Diana M. Weitzel	Teacher	06-14-95
Richard F. Wenzel	Trans.-Mgr.	08-25-95
Dawn M. Weyker	Teacher	07-13-95

Director Sinicki moved to approve the superintendent's recommendations.

Director De Bruin requested division of the question.

There being no objection, the request was granted.

The question being on approval of the classified personnel transactions, appointments of certificated personnel and the leaves of absence, they were approved, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—None.

Abstaining from voting—Director De Bruin—1.

The question being on authorization to pay the prevailing wage rates, payment was authorized, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 4) Action on Administrative Appointments and Promotions

Superintendent's recommendation
That the Board promote the following individuals to the classifications indicated, effective upon assignment:

(r)	Nancy Connor	Principal Washington High School	Schedule III, Range 15C $63,335
(r)	Ella Hayes	Assistant Principal Kluge Elementary School	Schedule III, Range 10D $48,342
(r)	William Stotts	Supervisor, Title 1 Staff Development Initiatives Division of Curriculum and Instruction	Schedule III, Range 8B $45,236
(r)	Lisa Barczyk	Coordinator, Occupational and Physical Therapy Division of Exceptional Education and Supportive Services	Schedule III, Range 7C $51,183
(r)	Cloria Wheeler	Parent Involvement Spec. Parent Service Center	Schedule III, Range 4A $33,168

r - Resident

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 5) Award of Contract for District-wide Lighting Retrofit

Background

In June, 1995, the Board approved the lighting retrofit project. This project, upon completion, will result in an annual savings of more than $700,000.

The project has been reviewed and is supported by the City Attorney, the MPS Office of Finance, and the City Comptroller.

Superintendent's recommendation

The Superintendent recommends that the proposals of the following contractor to furnish the labor and materials required in connection with the project, in accordance with plans and specifications on file be, and they hereby are, accepted; and contract for furnishing such labor and materials and doing the work be, and it hereby is, awarded as follows:

Lighting Retrofit

Milwaukee Public Schools—All District
Roman Electric Company, Inc., second low bidder, base bid of $3,780,000

Director Sinicki moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 6) Adoption of a Policy on Drug and Alcohol Testing for Job Applicants and Current MPS Employees

Administration's Analysis

1. The Milwaukee Public Schools shares a vital interest with the public in providing a safe, drug and alcohol free, educational environment for its students and working environment for its employees.

2. In recognition of the devastating impact that drug and alcohol abuse has on society as a whole, the high costs associated with it (e.g. accidents, absenteeism, healthcare, etc.), and the negative impact it can have on the education of our students, the administration believes a formal policy needs to be adopted to implement drug testing of all job applicants for employment, and drug and alcohol testing of all current employees.

Strategic Plan Compatibility Statement

3. The recommended drug and alcohol testing policy is consistent with Board Goal #1, Student Achievement - School Climate - schools will be safe, orderly and nurturing places for students to learn; and Goal #3, Fiscal Responsibility related to cost savings by reducing absenteeism, accidents, etc.

Statute, Board Policy or Rule Statement

4. The recommended policy is consistent with the district's obligations under The Drug Free Workplace Act of 1988. Board Policy 7.12 states that all Milwaukee Public Schools workplaces and facilities shall be a drug free, safe working environment for all employees.

5. The Department of Transportation has promulgated regulations (49 CFR Part 382) which require the implementation of drug and alcohol testing for certain employees who are required to possess a commercial driver's license (CDL).

Fiscal Impact Statement

6. The costs associated with the testing and training for the recommended drug and alcohol policy is estimated at $85,000 per year. The $20,000 surplus identified in the purchased medical services (bloodborne pathogens) budget line will be used to defray a portion of these costs, with the remainder to be absorbed in the hospital-surgical line.

7. It has been determined that it would be more cost effective and efficient to use the Board's current vendor for physicals to support the drug and alcohol testing program. Therefore, all charges for the post-offer, pre-placement physicals and the drug and alcohol testing policy would be charged to the hospital surgical budget line as reflected in the attached fiscal note.

Implementation and Assessment Plan

8. If approved, the drug and alcohol testing policy will be implemented starting October 1, 1995. All current MPS employees and job applicants, prior to an appointment to any position will be covered by the policy, including part-time and full-time employees. While certain classes of employees are required to be subject to random testing in accordance with the Department of Transportation regulations or the needs of the system, the majority of employees will be subject to testing on a reasonable suspicion basis only.

9. The Department of Human Resources will have the responsibility for implementing the policy, developing appropriate procedures, disseminating them to affected employees, and meeting any bargaining obligations with respect to those employees represented by unions.

10. Applicants will be advised during the hiring process that they will be required to submit to a drug test as part of the post-offer, preemployment physical examination process.

Superintendent's recommendation

That the Board approve the following policy:

DRUG AND ALCOHOL TESTING POLICY

In recognition of the devastating impact that drug and alcohol abuse has on society as a whole, and the potential negative impact it can have on the education of students, the Milwaukee Public Schools shares a vital interest with the public in providing a safe, drug and alcohol free, educational environment for its students and working environment for its employees.

To ensure a safe learning environment and workplace, and to comply with Department of Transportation regulations and the Drug-Free Workplace Act, the following shall be adhered to with respect to drug and alcohol testing for all job applicants and current employees.

A. The drug and alcohol policy applies to all full- and part-time employees of the Board.

Any employee who operates a commercial motor vehicle, including full-time, casual, intermittent or occasional drivers, is subject to the commercial driver's license (CDL) requirement. These employees shall be subject to drug and alcohol testing on a random or reasonable suspicion basis in accordance with applicable procedures.

B. All job applicants, prior to the appointment to either a full- or part-time position, shall submit to a drug test.

C. Under this policy, the following conduct by employees is prohibited: (1) reporting to work impaired by or under the influence of alcohol or drugs during working hours whether due to on or off duty conduct; (2) engaging in the use, sale, manufacturing or possession of illegal

drugs; (3) engaging in the use, sale, manufacturing or possession of alcohol on Board premises; (4) refusal and failure to submit to a drug and alcohol test as required.

D. Any employee who violates this policy shall be disciplined, up to and including dismissal, in accordance within the provisions of the current collective bargaining agreement, or other procedures as established by the Board for nonrepresented employees.

E. All district employees shall be informed of this policy, the dangers of drug and alcohol abuse, the district's Employee Assistance Program, and the penalties that may be imposed upon employees for violations of the policy.

Director Sinicki moved to adopt the policy.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 7) Recommendation to Modify the Sibling Preference Policy

Administration's Analysis

1. After the results of the school selection process were announced, a Board member and the administration received a request from the parents that their four-year-old kindergarten child be enrolled in the Milwaukee German Immersion School. The parents' request was based on the fact that their six-year-old child, who had been assigned to Goodrich, was selected for the Milwaukee German Immersion School. The parents requested an assignment to the German Immersion School at the same time for their four-year-old, but the four-year-old did not get the assignment and is currently on the wait list.

2. Sibling preference is granted if there is a sibling at the school being applied to and the sibling at the school is not at the top grade of the school. The policy, as implemented, gives parents with single children and siblings applying at the same time an equal chance to be selected. The family in question did not have a sibling enrolled in the school at the time of school selection.

3. At its November, 1994 meeting, the Board of School Directors expanded on the sibling preference policy for Early Childhood Programs. The policy is as follows:

> "Early Childhood Programs - If a three or four year old child is accepted to a school during the random selection process and a four or five year old sibling (who has not previously had a school assignment) is placed on a wait list via random selection for the same school, that school must also accept the older sibling from its wait list."

4. The parent's request does not meet the early childhood sibling policy because one of the siblings is entering first grade and the sibling also had a previous school assignment. The policy approved in November states that the siblings must be entering the three, four or five year old kindergarten program and not have a previous fall assignment.

5. If the policy is extended to all grade levels, it will greatly complicate the student assignment process. In addition, this will give another preference for siblings and put the single student at a disadvantage when it comes to the student assignment process.

Strategic Plan Compatibility Statement

6. The current Sibling Preference Policy provides equal access to all MPS programs.

Statute, Board Policy or Rule Statement

7. Sibling Preference Policy - Sibling preference will be given prior to random selection. Random selection of siblings will occur if there are more siblings than available seats. For purposes of receiving sibling preference, a "sibling" shall be considered a brother, sister, half-brother, or half-sister. In addition, whenever a student resides in a household with an adult other than a parent, that student shall be treated as a sibling of all other children in the household. Residing in a household with an adult other than a parent means that the child is living in a household for a primary purpose other than to receive an education in Milwaukee Public Schools. Verification - It will be the responsibility of the parent/guardian to identify the sibling for sibling preference. The parent/guardian must indicate on the application the name and birthdate of the sibling at the school being requested. Sibling preference does not apply if the sibling currently attending the school being requested is at the school's top grade. Sibling preference applies only to appropriate school requests.

8. Twins Policy - In situations involving twins where one is accepted to a school during the random selection process and the other is placed on a wait list via random selection for the same school, that school must also accept the other twin from its wait list.

9. Early Childhood Programs - If a three or four year old child is accepted to a school during the random selection process and a four or five year old sibling (who has not previously had a school assignment) is placed on a wait list via random selection for the same school, that school must also accept the older sibling from its wait list.

10. Add On Wait List - "....New wait lists will be established based upon applications received during the February 7-21 application period. Parents may also contact the school of interest beginning Monday, April 18 to have their child's name added to the school's wait list for the 1994-95 school year."

Fiscal Impact Statement

None.

Implementation and Assessment Plan

11. Modification to the Sibling Preference Policy would increase the complexity of the random selection program. Computer programs would require modification and all communications to schools and parents would need to be revised. In addition, it is impossible to know if other parents would wish to change assignments.

Superintendent’s recommendation

That the Sibling Preference Policy be amended by adding the following language after the paragraph describing the Add On Wait List.

"Siblings who apply to the same school at the same time and both are not in the early childhood program and one received their desired assignment and the other does not, the one that did not receive their desired assignment should be placed at the top of the wait list."

Director Small moved to adopt the policy as recommended by the Superintendent.

Director Small moved to amend the policy by inserting the word “elementary” and deleting the words “and both are in the early childhood program.”

The amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki and Small—4.

Noes—Director De Bruin and President Bills—2.

Director Gardner moved a substitute motion, that parents of siblings who qualify for admission to a school, whether by regular assignment or transfer procedures, may elect to

have all siblings assigned by a single lottery position, so that all siblings are accepted for, or denied admission to, the school.

The substitute failed for lack of a second.

Director Sinicki moved to postpone consideration of the matter until a meeting at which the topic of student assignment will be discussed.

The motion to postpone consideration prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin—1.

* * * * *

(Item 8) Resolution by President Bills Regarding a Student Responsibility Act

Resolution

At its meeting on March 29, 1995, the Board received the following resolution, which was introduced by President Bills:

WHEREAS, Students who attend the Milwaukee Public Schools 90% of the time have a 2.49 GPA; and

WHEREAS, The classroom and hall behavior of some students has been cited by students as impeding the learning process of all students; and

WHEREAS, The goal of effective education is to help students acquire and apply knowledge; and

WHEREAS, The educational process should allow students to practice conflict resolution with real problems to solve and real decisions to make; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors adopt a Student Responsibility Act, whereby

1. Students attend school on the first day and 90% of the time thereafter or risk losing their school assignment;

2. Student Councils have the responsibility of giving hearing to disruptive students and recommending logical consequences; and be it

FURTHER RESOLVED, That the Student governments of the various schools be involved in developing the procedures to implement the Board policy; and be it

FURTHER RESOLVED, That training be provided for the Student Council advisor.

Procedural Analysis

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

At its March 1995, meeting, the Board of School Directors requested that the administration provide additional information, including a City Attorney's opinion.

The City Attorney's office did not have enough information from the resolution to ascertain whether involuntarily transferring a student from one MPS school to another for poor attendance is rationally related

to achievement of that goal. If the purpose of the transfer is to discipline the student for poor attendance, then the City Attorney's office questions whether the rule would sustain a legal challenge. If the Board wishes to proceed with this resolution, then the City Attorney's office suggests that the Board state what the goal of the resolution is and how involuntary transfers for poor attendance relate to achieving that goal.

In relation to Student Councils having the responsibility of giving hearing to disruptive students and recommending logical consequences, the City Attorney's office requests additional information related to what is included in "logical consequences." If the consequences include discipline, then the Board's discipline plan would have to be consistently applied, regardless of who presides over the hearing. If the consequences include suspension or expulsion, the state statutes indicate that truancy cannot serve as the basis for the consequence. State law does not indicate whether the Board can appoint students to serve on the expulsion hearing panels.

In addition to the City Attorney's opinion, the administration would need to solicit various school officials to address procedural issues, as well as measuring the impact of this resolution on specific school programs.

The School Board should conduct public hearings concerning this issue, as it is critical that the public understands the implications of this resolution.

After receiving input from school administrators, teachers, and parents, plus the input received from the public hearings, the administration would prepare a response to the resolution, including recommendations.

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

Timeline for first portion of the resolution: *Students attend school on the first day and 90% of the time thereafter or risk losing their school assignment.*

September-October, 1995:

Discussion and input from school administrators, teachers, and parents to identify and address all issues related to the resolution.

November, 1995:

Public hearings.

November, 1995:

Administration's Response and Recommendations. (Publications dealing with school assignments are printed in December.)

Timeline for second portion of the resolution: *Student Councils have the responsibility of giving hearing to disruptive students and recommending logical consequences.*

September-October, 1995:

Discussion and input from school administrators, teachers, and parents to identify and address all issues related to the resolution.

November, 1995:

Public hearings.

January, 1996:

Administration's Response and Recommendations.

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

A. Policy Questions:

- Policies concerning attendance, graduation, rule-making authority, student assignments, and truancy would need to be reviewed.
- Policies concerning disciplinary actions would need to be reviewed. The City Attorney states that sanctions for nonattendance must be of an academic, not disciplinary measure.
- Policies concerning due process and the students' rights to a due process hearing would need to be reviewed.
- Policies related to the authority of the student government body would need to be reviewed.
- Policies related to a system of schools and school based decision making would need to be reviewed.

B. City Attorney's Opinion:
A City Attorney's opinion on selected issues has been received. Some aspects of the resolution need clarification, and further issues may require additional legal advice.

C. Cost:
If Student Services Coordinators are used for conferences (i.e. due process) an additional 6-10 positions would be required. At approximately $80,000 per position, the estimated cost is $480,000-$600,000. Access to school staff time would also result in additional costs.

D. Assessment Plan:
The Board of School Directors should receive statistics regarding the impact this policy has on student transfers, appeal hearings, and student achievement. The impact on the amount of student time and the ability to access student time would need to be assessed, as well as the impact on staff time.

E. Public Input:
Public hearings should be conducted. In addition, input from various segments of the school community would be important.

F. Implementation:
It is estimated that between 10-15 staff days in the Department of Parent Student Services would be required to write and distribute materials dealing with the policies and procedures related to implementing this resolution. Considerable staff time from various departments and schools to formulate procedures and prepare policies for School Board approval would be required.

Superintendent's recommendation
That the Board determine whether it wishes to proceed with the resolution.

Director Small moved that the administration bring back to the Board recommendations regarding how to proceed with Items 8 and 9, taking into consideration the opinion of the City Attorney, costs and other concerns, and that the administration bring back to the Board a model of a student leadership academy by the October Board meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 9) Resolution by President Bills Regarding a Student Government Model Including a Student Court and the Student Leadership Academy

Resolution
At its meeting on July 26, 1995, the following resolution was introduced by President Mary 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 redeploy 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; 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 (13 points):

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.

13. Ask each school to send a student delegate to the Student Leadership Academy for linkage.

Procedural Analysis

Point # 11 of the resolution:

Implement a student government model to include a student court to allow students to practice citizenship and hear an dispose of minor student behavior problems.

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

Each school would need to examine models of student courts and organize staff and students to create the model selected. The planning for implementation of this model should be considered along with the process of planning the Students Leadership Academy. Students should have input in responding to the resolution, and the Leadership Academy should help provide training for staff and students.

Within the concept of the Students Leadership Academy currently under discussion, students would be involved in a wide range of leadership activities, including peer mediation, but also including giving input on the full range of educational issues. The idea of a student court should be discussed first by the Students Leadership Academy and then by the entire Leadership Academy.

The idea of a student court also needs to be discussed within the context of the resolution by President Bills regarding a Student Responsibility Act, in which it is recommended that student councils give hearing to disruptive students.

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

It is anticipated that the Students Leadership Academy will be organized during the 1995 fall semester with implementation during the 1995-96 school year.

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

There will be a number of implications if this recommendation is adopted.

•Are significant policy questions involved?

Yes, a City Attorney's opinion is required. There is a negotiated student discipline procedure, and this suggestion may need to be negotiated within the teacher contract.

•Is a City Attorney's opinion required and how long will it take?

Yes. Student due process rights are involved, and there will be legal implications.

•Is there a significant cost to implement the plan?

There will be training costs to implement this concept.

•*Is an assessment plan needed?*

An assessment plan will be needed in order to ascertain the effectiveness of a student court on hearing minor student behavior problems and the impact of a student court on the reduction of the number of student behavior problems in our schools.

•*Is extensive public input needed? What type?*

In addition to the input suggested above, the public should have an opportunity to comment at an open hearing.

•*Will significant staff time be needed to implement the plan?*

Training of staff and students will be needed. Significant staff time will be required to monitor the process, particularly at the school level.

Point #13 of the resolution:
Ask each school to send a student delegate to the Student Leadership Academy for linkage.

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

The administration is in the process of planning the organization of the Students Leadership Academy and plans to invite delegates from all schools to join in planning the academy.

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

It is anticipated that the Students Leadership Academy will be organized during the 1995 fall semester.

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

•*Are significant policy questions involved?*

No, there are no significant policy questions involved in organizing the Students Leadership Academy. The Academy supports the Board's goals for student achievement.

•*Is a City Attorney's opinion required and how long will it take?*

A City Attorney's opinion will not be needed.

•*Is there a significant cost to implement the plan?*

There will be costs to implement the Students Leadership Academy.

•*Is an assessment plan needed?*

An assessment plan will be developed to determine the effectiveness of the Students Leadership Academy.

•*Is extensive public input needed? What type?*

There will be opportunities for input from students in all schools in planning the Students Leadership Academy.

•*Will significant staff time be needed to implement the plan?*

It is anticipated that implementation of the Students Leadership Academy will entail significant staff time.

Superintendent's recommendation

That the Board determine whether it wishes to proceed with the resolution.

Director Small moved that the administration bring back to the Board recommendations regarding how to proceed with Items 8 and 9, taking into consideration the opinion of the City Attorney, costs and other concerns, and that the administration

bring back to the Board a model of a student leadership academy by the October Board meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

Director O’Neil left at 9:00 PM.

The Board adjourned at 9:45 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 30, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors De Bruin, Fisher, Gardner (6:43 PM), Johnson, O'Neil, Sinicki, Small and President Bills—8.

Absent and excused—Director Todd—1.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following student for his exemplary record of academic achievement, leadership in school, community service, and for various awards he has received:

THOR TEMPLIN
Graduating Senior, Class of 1996
South Division High School

Thor was recently awarded a four-week, all-expense paid study trip to the Federal Republic of Germany. He was one of over 24,000 students who competed for the study trip by participating in a nationwide German testing program administered by the American Association of Teachers of German. Thor was among 54 students nationwide who were selected for this prestigious award.

During his stay in Germany this summer, Thor lived with families in Nuremberg, Bavaria, attended classes at a German secondary school, participated in excursions of cultural and historic interest, and visited the city of Berlin. In addition, the American Association of Teachers of German awarded Thor the highest award given to a junior in high school -- the Bausch and Lomb Honorary Science Medal -- for his academic achievements. At the end of his junior year, Thor's cumulative grade point average was 3.975.

In the 1994-95 school year, Thor participated in the Milwaukee Public Schools' pilot student survey project. He took a leadership role on his school team in designing, conducting, and analyzing the results of South Division High School's survey. He also made presentations on the results of the school's survey at a meeting of the Superintendent's department directors and at a high school principals' meeting.

While maintaining his high academic record, Thor continues to be active in many extra-curricular activities at school.

- He is an active participant in FHA/HERO, a national student vocational organization with a central focus on family as well as leadership, character development, and skills for life. He was elected to several leadership positions in this organization at the local and state levels and was a finalist for several national leadership positions. Thor designed projects as a part of the "STAR" competitive skill events -- Students Taking Action with Recognition." He won numerous awards and attended and helped organize and design many student conferences and programs.

- He was co-captain of South's varsity football team and played guard and linebacker.

- He was captain of the varsity chess team. Thor individually placed within the top ten every year at the state championships and placed 17th at the national level competition. Overall, he won nine titles and his team won the city championship chess tournament (second in the county).

- He was captain of the track team in his sophomore year.

- He participated on the forensics team in 1995 in the event category of Public Address. He qualified for the state competition and scored a perfect 25 to win a gold medal.

- He is a member of the National Honor Society, the Math Track Team, and the Milwaukee Turners.

- He is a peer tutor and library monitor, and volunteers at German Fest, the Milwaukee Sports Show, and the Wisconsin Society for Ornithology.

Among Thor's academic awards are:
- Scholar Athlete of the Year in 1992-93 and 1993-94;
- Outstanding Freshman Plaque for Track;
- Highest GPA trophy for football three years in a row;
- United States Marine Corps Distinguished Athlete Award in 1994;
- Mortar Board Award in 1995;
- Rensselaer Polytechnic Institute Math and Science Medal in 1995; and many others.

During his senior year, Thor will be attending two classes at Marquette University in place of high school courses (General Biology and Calculus). While his college plans are not final yet, he has already been offered four-year college scholarships at Johnson & Wales University (located in Rhode Island, North Carolina, and Florida), Rochester University, and Rensselaer Polytechnic Institute in Troy, New York.

The Board of School Directors and the entire school community recognizes Thor Templin for his many accomplishments.

* * * * *

APPROVAL OF MINUTES

The minutes of the special Board meeting of August 8, and the Board meetings of August 16 and August 23, 1995 were approved as printed.

SUPERINTENDENT'S COMMUNICATION

August 30, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Claim for Damages filed against the City of Milwaukee, City of Milwaukee School Board, Wright Multi-language Middle School, Safeline Bus Company and David Arberry by Mr. Robert Elliott, attorney, on behalf of Catrina Williams, a minor, who allegedly sustained personal injuries while a passenger on a school bus on January 17, 1995.

Claim is made in the sum of $415,000.

2. Notice of Injury and Claim for Damages filed against the City of Milwaukee; City of Milwaukee School Board, Parkman Middle School and Unknown Employees by Mr. John McNally, attorney, on behalf

of Sederick Townsend, a minor, and his Guardian, Mr. Frederick Townsend, Sr., for injuries allegedly sustained by Sederick Townsend at the Parkman Middle School on March 24, 1995.

Claim is made in the sum of $37,500.

3. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District, Milwaukee Board of School Directors and Alice Somers, principal, by Mr. Jeffrey A. Reitz, attorney, on behalf of Callie Washington, a minor, and her mother, Kathleen Washington, for injuries allegedly sustained by Callie Washington at the Pierce Elementary School on January 4, 1993.

Claim is made in the sum of $100,000.

4. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District, Milwaukee Board of School Directors, and Ms. Jackie Patterson, principal, by Mr. Jeffrey A. Reitz, attorney, on behalf of Kawanda Wilks, a minor, and her mother, Georgia Wilks, for injuries allegedly sustained by Kawanda Wilks at the Milwaukee Education Center on March 8, 1994.

Claim is made in the sum of $2,300.

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.

ROBERT JASNA
Superintendent of Schools

attachments

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

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

Noes—None.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors De Bruin and Johnson 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) Adoption of the FY97 Budget Timeline, Process and Format

Your Committee reports having reviewed a proposed Strategic Planning and Budget Timeline and Process for the FY97 Budget developed by the administration and the Office of Board Governance.

Committee recommendation
Your Committee recommends that the Board adopt the following FY97 budget timeline and process:

FY97 STRATEGIC PLANNING AND BUDGET

Timeline and Process

8/22/95 Strategic Planning and Budget Committee Meeting
- Adoption of 1996-97 Budget Timeline, Process and Format
- Discussion of Equitable Allocation of School Funding for 1996-97
- Initial Discussion of Board Strategic Planning Initiatives for 1996-97
- Progress Report on new Budget Format/Resource Allocation Model

9/18/95 Budget Committee Worksession (Prior to Board Meeting)
- Discussion of Board Strategic Planning Initiatives for 1996-97
- Identification of Other Issues to be Addressed in 1996-97 Budget

  ••Decentralization ••Student Assignment Process
  ••Technology ••Others

10/2/95–12/14/95 Administration Develops 1996-97 Budget Planning Information
- Superintendent's Initiatives
- Goal Statements
- Budget and Revenue Projections
- Enrollment Projections

10/3/95 Last Date to Submit Major Board Strategic Planning Initiatives (over $1 million)

10/30/95 Board and Superintendent's Major Initiatives Costed Out and Provided to Board Members

11/21/95 Strategic Planning and Budget Committee Meeting
- Superintendent's Report on 1994-95 District Initiatives
- Status Review of 1995-96 District Initiatives
- Preliminary Plans for 1996-97
  ••K-12 ••School-To-Work
  ••School Safety ••Technology Plan
  ••Accountability Plan ••Budget Decentralization
  ••Capital Plan ••Research and Development
  ••Communications Plan ••Equitable Allocation of Resources
- Fiscal Overview for 1996-97: Taxpayer Profile; Student Profile; Demographic Trends
- Presentation of Board Initiatives

12/14/95 Strategic Planning and Budget Committee Meeting
- Revenue, Operating Costs, Enrollment Projections
- Long Term Budget Plan (Enrollment, Program Needs, Salary Projections, Capital Plan, School Choice Revenue Impact, etc.)
- Review Superintendent's Initiatives for 1996-97
- Review Board Initiatives/Cost Estimates
- Establish Target Budget for 1996-97

12/14/95–2/26/96 Administration Develops 1996-97 Proposed Budget

2/7/95 Strategic Planning and Budget Committee Meeting
- Progress Report on Budget Development

2/26/96 Strategic Planning and Budget Committee Meeting
- Superintendent Presents Proposed Budget for 1996-97

2/29/96 Strategic Planning and Budget Committee Meeting

- Overview of Superintendent’s Budget

2/27/96-3/4/96 Individual Board Member Budget Briefings
- Overview of Proposed Budget
- Development of Board Member Questions

3/6/96 Budget Committee Worksession
- Presentations; Responses to Questions

3/19/96 Public Hearing on Superintendent's Proposed Budget
- Board Hears Public Comments on Superintendent's Proposed Budget

3/21/95 Budget Committee Worksession
- Presentations; Responses to Questions; Amendments

3/26/96 Strategic Planning and Budget Committee Meeting (Action)
- Budget Committee Recommends Budget to Full Board

4/4/96 Proposed Budget Published in Newspaper

4/15/96 Statutory Public Hearing on Budget Committee's Budget

4/16/95 Board Meeting
- Review of Budget Committee's Recommended Budget
- Amendments

4/18/96 Board Meeting
- Adopt 1996-97 Budget

While interim due dates and meeting dates may be adjusted as necessary in the discretion of the Committee co-chairs or of the Committee itself, the due date for final adoption of the Committee's recommended budget may not be delayed except with the approval of a majority of the members of the Committee.

All written materials to be submitted to Committee members at any meeting, including a meeting agenda, shall be delivered to Committee members at least two days in advance of the meeting. Upon objection of any Committee member, failure to deliver materials as required in this rule shall preclude consideration of the material at the meeting, unless such failure is waived by a majority of the members of the Committee.

* * * * *

(Item 2) Recommendation Relative to the Acquisition of a Financial Reporting System

Administration's Analysis

1. The Board of School Directors and Administration have expressed an interest in acquiring a financial reporting tool that provides detail budgetary and actual per pupil data. This information is needed so that the Board, as well as schools and central service departments, can make informed decisions regarding the allocation of resources to educational programs and support operations. The Department of Finance fully supports the informational needs of the Board of School Directors. Currently, the District does not possess an efficient and cost effective method for generating the information requested. In acquiring an appropriate financial reporting system, the Board has three options, discussed below.

2. **Option 1**: Acquire Cooper & Lybrand's (C&L) Finance Analysis Model (FAM) demonstrated to district officials on June 26, 1995. The FAM can produce the information desired by the Board. The FAM is a stand alone product not integrated with the district's financial system, i.e., updates to the FAM are not automatic. Acquisition cost is $2,000 for software and $96,000 for C&L staffing costs. In addition, 512 MPS employee hours and various support services are required to implement the system. The project can

be completed in approximately 69 work days from date of approval, (or by mid-December, 1995) assuming award of a sole source contract.

3. **Option 2**: Utilize the newly acquired financial systems currently being implemented by the Department of Finance. These systems include a budget management system (BRASS), and a new general ledger with related productivity software. These systems will meet the short and long-term needs of the district, and the Board's current informational requirements. These systems were acquired and paid for in FY 95. Due to the fact that most of the reporting requirements of the Board will be incorporated into these systems, 122 incremental hours of internal staff time will be needed to generate the reports required by the Board. Full implementation is anticipated to be during the last quarter of the current fiscal year.

4. **Option 3:** Solicit a request for proposal (RFP) from various accounting and consulting firms to provide the Board with a competitively priced financial reporting system. Preparation of the RFP, vendor response and proposal evaluation will take a minimum of two months. Product implementation will follow after contract award. Total elapsed time to system implementation would be a minimum of six months, or March, 1996.

5. In addition, the Department of Technology will review both systems to determine if the FAM system is compatible with the BRASS system. A report will be provided to the Board in the future.

Strategic Plan Compatibility Statement

6. The acquisition of a financial reporting system promotes the Board goals of:

a. Equity: by providing equitable access to district and school administrators of technological resources, and

b. Fiscal responsibility: by providing information needed by the Board and Administration to make informed decisions regarding the allocation of resources to educational programs and support operations.

Statute, Board Policy or Rule Statement

7. Pursuant to Policy #4.09, the Board requires formal bids or requests for proposal for the purchase of computer systems with a combined cost of $25,000 or more.

Fiscal Impact Statement

8. The Board allocated $100,000 of the FY 96 Strategic Plan for Technology budget for the acquisition of a financial reporting system that meets their informational requirements. All costs related to any of the above systems are expected to be within the allocated amount.

Implementation and Assessment Plan

9. The Department of Finance fully supports the informational needs of the Board of School Directors. To that end, the Department will utilize its resources to implement systems as instructed by the Board.

Committee recommendation

Your Committee recommends that the Board award a contract to Cooper and Lybrand to implement the Finance Analysis Model system for a cost of $98,000.

* * * * *

(Item 3) Informational Reports

Your Committee reports having received informational reports on the following matters. The reports have been attached to the minutes of your Committee's meeting of August 22, 1995.

a. Equitable Allocation of School Funding for FY97.
b. Board Strategic Planning Initiatives for FY97.
c. Report of the Superintendent's Advisory Committee on Financial Reserve Policy.

* * * * *

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

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

Noes—None.

Item 2, relating to the acquisition of a financial reporting system, having been set aside for separate consideration, Director De Bruin moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Fisher, O'Neil, Sinicki, Small and President Bills—6.

Noes—Director Johnson—1.

COMMITTEE OF THE WHOLE

Director De Bruin moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 9 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:39 PM.

The Board rose from the Committee of the Whole at 8:30 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 9 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Report with Respect to the City of Milwaukee's Proposed Termination of Services to MPS for Workers' Compensation Claims

On May 24, 1995, the MPS Department of Human Resources was notified by the City's Employee Relations Director of the City's proposal to eliminate workers compensation claims administration services to MPS, effective January 1, 1996.

At the request of the Board, the administration will meet with representatives of the City of Milwaukee to negotiate a resolution of the City of Milwaukee's proposal to terminate services to MPS for Workers' compensation claims. This meeting will be held in late August or early September. A report will be brought back to the Board at a September meeting.

* * * * *

(Item 2) Report and Recommendations with Respect to Chapter 220 Contracts

Administration's Analysis

1. Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written interdistrict student transfer agreements with school districts for the purpose of reducing racial imbalance.

2. In June, 1995, the administration forwarded to the 23 suburban school districts an interdistrict student transfer agreement for the 1995-96 school year.

3. As of August 21, 1995, 17 suburban school districts have responded with a written communication to the Superintendent of their intent to participate in the interdistrict student transfer program with Milwaukee Public Schools.

4. The written communication to the Superintendent contains the following:

- Statement to continue participation in the interdistrict student transfer program.

- Reference to the number of continuing and new Milwaukee Public School students attending the district for the 1995-96 school year.

- Agreement on student transportation and provisions for students with exceptional education needs.

- Willingness to meet with the Superintendent to discuss the resolution of outstanding programmatic issues.

Strategic Plan Compatibility Statement

5. The recommendation under this proposal is consistent with Board Goal #1, academic achievement; Board Goal #2, reduction of the achievement gap between minority and non-minority students; and Board Goal #3, fiscal responsibility to obtain resources necessary to provide quality education and to use these resources efficiently and effectively.

Fiscal Impact Statement

6. The resolution regarding Chapter 220 Interdistrict Student Transfer Agreement is referenced to:

- Wisconsin State Statute 121.85(3)
- Board Policy adopted May 24, 1995 meeting, p. 59-68

Fiscal Impact Statement

7. Milwaukee Public School District and suburban school districts receive state funding for each student participant.

Superintendent's Recommendation

That the Board approve the 1995-96 Chapter 220 Interdistrict Student Transfer Agreements for the following school districts:

Brown Deer
Cudahy
Fox Point/Bayside
Germantown
Glendale/River Hills
Greendale
Greenfield
Hamilton
Maple Dale/Indian Hill
Mequon/Thiensville
New Berlin
St. Francis
Shorewood
South Milwaukee
Wauwatosa
Whitefish Bay
Whitnall

Director Small moved that the Board approve the contracts.

Director De Bruin moved to amend the motion by adding the following school districts: Elmbrook, Franklin, Menomonee Falls, Nicolet, Oak Creek and West Allis.

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, Sinicki, Small and President Bills—7.

Noes—Director O'Neil—1.

The question being on approval of the contracts as amended, they were approved, the vote being the same as that preceding:

Ayes—7; Noes—1.

* * * * *

(Item 3) Resolution by Director Gardner Regarding MPS Participation in the Ombudsperson Function

Background

1. At its meeting on June 28, 1995, the Board considered the following resolution by Director Gardner:

WHEREAS, The Compact for Educational Opportunity ceases operating on June 30, 1995; and

WHEREAS, Milwaukee Public Schools and other school districts in the Greater Milwaukee area are committed to expanding educational opportunities that meet standards of excellence, equity, and fiscal responsibility for all students; and

WHEREAS, A number of school districts have identified the Office of the Ombudsperson as a significant and positive agency in assisting students, parents, teachers, administrators, and other parties in resolving confusions, disagreements, complaints, and disputes; and

WHEREAS, The total costs of the Office of the Ombudsperson are very small; and

WHEREAS, The total allocation of Milwaukee Public Schools to the Office of the Ombudsman is only five thousand dollars ($5,000); and

WHEREAS, The Cooperative Educational Service Agency #1, (CESA #1) has agreed to assume interim managerial and administrative support services to continue the services of the Office of the Ombudsperson, contingent on appropriate contractual arrangements with school districts; and

WHEREAS, CESA #1 is established to manage and administer programs appropriate to inter-district cooperation; and

WHEREAS, Without an appropriate and immediately available agency to manage and support the Office of the Ombudsperson, that Office may sustain significant and costly losses in staff and operation; now, therefore, be it

RESOLVED, That the Board authorize the Superintendent to contract with the Cooperative Educational Service Agency #1 or, if this is not feasible, directly with other interested school districts, to provide up to five thousand dollars ($5,000) services to retain current staff of the Office of the Ombudsperson, whose employment and functions with the Chapter 220 Inter-District Transfer Program end on June 30, 1995.

2. The Board postponed consideration of the resolution pending further developments of the proposed structure for the Ombudsperson. Prior to postponing consideration, the Board amended the resolution as follows:

RESOLVED, That the Board authorize the Superintendent to contract with the Cooperative Educational Service Agency #1 or, if this is not feasible, directly with other interested school districts, to provide up to five thousand dollars ($5,000) ~~services~~ to retain ~~current staff~~ the services of the Office of the Ombudsperson, ~~whose employment and functions with the Chapter 220 Inter-District Transfer Program end on June 30, 1995~~.

MPS Participation in the Ombudsperson Function

3. The Ombudsperson Oversight Committee (Felmers Chaney, Jared Johnson, Robert Kattman, Noreen Regan) sent several communications in April and May 1995, encouraging districts participating in the 220 Program to support the Ombudsperson's continued services. The committee felt that it was in the best interest of our transfer students and their families to have these services continue.

Through a survey by Ms. Regan and discussions at CESA #1, districts have been asked if they would provide support for the Chapter 220 Ombudsperson's position in the amount of $5,000 for the 1995-96 school year. Subsequently, CESA #1 developed a proposal to continue the Ombudsperson as a CESA #1 service.

It has become evident from discussions between the superintendent and CESA #1 that there is interest among several Chapter 220 districts in retaining the services of the Ombudsperson. CESA #1 is now attempting to finalize the support via a polling of its member 220 school districts.

In addition, the Superintendent was asked by Dr. Bill Bergum of CESA #1 if space could be made available in the MPS School Administration Building for the office of the Chapter 220 Ombudsperson. The answer is yes.

Pending Motion

At the time the Board postponed consideration, the following motion was pending:

That the Board adopt the following resolution:

RESOLVED, That the Board authorize the Superintendent to contract with the Cooperative Educational Service Agency #1 or, if this is not feasible, directly with other interested school districts, to provide up to five thousand dollars ($5,000) to retain the services of the Office of the Ombudsperson.

Director Small moved that the Board adopt the resolution.

Director De Bruin moved to amend the resolution by striking the words “to provide up to $5,000.”

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, O’Neil, Sinicki and President Bills—5.

Noes—Directors Fisher, Gardner and Small—3.

Director Gardner moved to amend the resolution by striking the words “if this is not feasible.”

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki and Small—7.

Noes—None.

Abstaining from voting—President Bills—1.

The question being on adoption of the resolution as amended, it failed of adoption on a tie vote, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki and Small—4.

Noes—Directors De Bruin, Johnson, O'Neil and President Bills—4.

* * * * *

(Item 4) Resolution by President Bills Regarding a Peace Month (including Communication from Frank Zeidler)

Resolution

1. At its meeting on June 28, 1995, the Board referred the following resolution, which was introduced by President Bills, to the Committee of the Whole. Additionally, the Office of Board Governance has received a communication from Mr. Frank Zeidler regarding the portion of the resolution dealing with the United Nations. A copy of the communication is attached.

WHEREAS, The Milwaukee Board of School Directors has observed a moment of silence every month since January 1994 to remember students killed in that month; and

WHEREAS, The Milwaukee Public Schools has had, over the years, a peace curriculum, a non-violence curriculum, human relations classes in the high schools, peer mediation, and an increasing budget commitment to safety; and

WHEREAS, Mahatma Gandhi, Dr. Martin Luther King, Jr., Rev. Desmond Tutu and others have made the quest for peace, nonviolence and justice their life's work; and

WHEREAS, We are celebrating the 50th anniversary of the founding of the United Nations this year in San Francisco where countries came together fifty years ago after World War II in the pursuit of peace; and

WHEREAS, On December 10, 1948, the United Nations adopted the Universal Declaration of Human Rights to promote "universal respect for and observation of human rights and fundamental freedoms;" and

WHEREAS, In the Education for the 21st Century document, the Board says it wants all students to be able to engage in the "practice of freedom," to improve it for present and future generations, and to be creative, energetic and responsible citizens, involved in transforming their community and world; and

WHEREAS, It is the expectation of this Board that our "graduates should understand their responsibility to the community and be willing to work for the community's health and well being"; and

WHEREAS, December is traditionally a time of hope and peace on earth and good will to men and to women and to children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors declare December 10 through the birthday celebration of Dr. Martin Luther King, Jr. of every year as Peace Month; and be it

FURTHER RESOLVED, That all Milwaukee Public Schools create activities through the month which promote peace, human rights and fundamental freedoms.

2. The administration is in full agreement with adoption of the resolution.

Superintendent's Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director De Bruin moved to adopt the resolution.

Director Gardner moved to add the name "Former Mayor Frank Zeidler" after the name "Reverend Desmond Tutu" in the third Whereas of the resolution, and Director O'Neil moved to add the name "Former President Jimmy Carter."

The question being on the amendment to add both names, the amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

The question being on the adoption of the resolution as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

(Item 5) Resolution by Director Be Bruin Regarding Integration of Character Education into the MPS Curriculum

Background

At its meeting on May 31, 1995, the following resolution was introduced by Director David DeBruin:

WHEREAS, Moral values are transmitted to our students not only by their parents but inevitably, through their interactions with teacher, other adults and other students; and

WHEREAS, Strong character traits and good values are necessary to the safe and effective operation of our schools and are implicit in our democratic government and in the "practice of freedom";

WHEREAS, Some parents choose to send their children to non-MPS schools because they want schools that expressly recognize the importance of good character and provide a values-based education and they perceive that MPS does not; and

WHEREAS, All parents need the assistance of the schools in building good character traits in their children and in helping overcome the culture of violence and irresponsibility portrayed by the media; and

WHEREAS, The teaching of values is expressly a part of certain K-12 learning goals (e.g. nondiscriminatory attitude) and is implicit in others; and

WHEREAS, These goals do not adequately establish values and goals for our students; and

WHEREAS, Schools such as the Bel Air Elementary School in Albuquerque, NM, and the Hyde School in New Haven, CT, have successfully implemented curricula to reinforce traits such as trustworthiness, respect, responsibility, fairness, caring and citizenship, and found that such a curriculum yields improved academic success; and

WHEREAS, The Jefferson Center for Character Education and other organizations have developed ways to transmit positive values through the everyday interactions between teachers and students; and

WHEREAS, A coalition has been formed by various localities and groups such as the YMCA and Big Brothers/Big Sisters, known as the "Character Counts Coalition"; now, therefore, be it

RESOLVED, That MPS develop explicit character education goals and implement curricula designed to achieve such goals; and be it

FURTHER RESOLVED, That MPS investigate becoming a member of the Character Counts Coalition.

Procedural Analysis

1. *What steps need to be taken to proceed with the resolution?*
   Character education is an important component of the K-12 Teaching and Learning Reform. The following goals focus on the development of character:

   #1 Students will project anti-racist, anti-biased attitudes through their participation in a multi-lingual, multi-ethnic, culturally diverse curriculum.

   #3 Students will demonstrate positive attitudes towards life, living, and learning through an understanding and respect of self and others.

   #4 Students will make responsible decisions, solve problems and think critically.

   #5 Students will demonstrate responsible citizenship and an understanding of global interdependence.

   Several other of the K-12 Goals also contribute to character development, including the communication goal (#8), and the health and wellness goal (#9), and the goal setting/career planning goal (#10).

   Character education is delivered through the following programs and processes:

   CHANGE curriculum - A well developed district-wide guidance curriculum with objectives and activities articulated for teachers and students in kindergarten through grade 12.

   Positive Kids Video Program - A district-wide elementary guidance curriculum.

   Prevention Curriculum and Peer Mediation programs - A joint effort of psychologists, teachers, students, and parents with objectives and activities articulated for teachers and students in kindergarten (K-4) through grade 12.

   Comprehensive Health Curriculum - Extensive change is well underway in K-12 health education with strong character education dimensions.

   Social Studies Curriculum - This area is just beginning to undergo revision.

School-To-Work - Many schools are using STW as a vehicle for examining issues of ethics and social responsibility.

Contact was made with Sharon Darrow, Director of Character Counts from the Josephson Institute in California. The cost of membership to MPS would be $1,000 per year. There is no character curriculum provided or offered.

The benefits of membership as listed by Ms. Darrow include having the district name listed in the Character Counts brochure and receiving invitations to networking meetings of Coalition members once or twice per year in Washington D.C. Costs are paid by the district. Michael Josephson is available to speak to groups belonging to Coalition at reduced rates. (Regular rate is $6500/half day; $7,000/whole day; amounts of reduced rates were not available.)

Discussion with the YMCA in Milwaukee revealed that they are associated through their national office and do support the development of the character pillars prescribed by the Coalition. Family Services America, Inc. had previously considered inclusion in the Character Counts Coalition but is no longer engaged in this pursuit.

Effort was made to get information from the districts identified in the resolution, i.e., Bel Air Elementary School in Albuquerque, NM, and the Hyde School in New Haven, CT. Bel Air Elementary School indicated that the Character Counts Coalition lies at the foundation of their district efforts. A full time position has been established to oversee its development. The persons identified as closest to the project have not returned calls. Two calls to directory assistance in New Haven, CT resulted in no listing found for a Hyde School in or around New Haven.

The next steps to be taken to implement the resolution are to determine whether to accelerate the review and reform of the social studies curriculum and/or to join the Character Counts Coalition.

2. *What are the suggested timelines for implementation of the resolution?*
Character development efforts are ongoing through the various programs currently in place, i.e. CHANGE curriculum, Positive Kids, Prevention Curriculum, and other curriculum reform.

3. *What are the implications if the resolution is adopted?*
•*Are significant policy questions involved?*
There are no policy questions which would need to be addressed.

•*Is a City Attorney's opinion required and how long will it take?*
A city attorney's opinion is not needed.

•*Is there a significant cost to implement the plan?*
The cost of joining Character Counts is $1,000. Costs of accelerating the review and revision of the social studies will depend on decisions about the pace and depth of that change.

•*Is an assessment plan needed?*
Assessments are built into most existing component efforts. A comprehensive external assessment would be valuable but complex.

•*Is extensive public input needed? What type?*
Input is built into the K-12 development and STW processes at the district level.

•*Will significant staff time be needed to implement the plan?*
Acceleration of the social studies revision would entail significant staff time. Joining the Character Counts Coalition would not significantly affect staff time.

Superintendent's Recommendation
That the Board determine what action it wishes to take with respect to the resolution.

Director De Bruin moved adoption of the resolution.

Director Small requested division of the question.

There being no objection, the request was granted.

The question being on adoption of the first Resolved, Director Small moved to amend it as follows:

> RESOLVED, That MPS continue to develop, through the CHANGE program, explicit character education goals and continue to implement curricula designed to achieve such goals.

The amendment prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin, Johnson and O'Neil—3.

The question being on the adoption of the first Resolved as amended, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

The question being on adoption of the second Resolved, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Johnson moved to add a third Resolved, "That MPS develop explicit character education goals and work standards, and implement for staff with staff development designed to achieve such goals."

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

* * * * *

(Item 6) Resolution by Director De Bruin Regarding Unitary Status for MPS

Background

At its meeting on May 31, 1995, the following resolution was introduced by Director DeBruin:

WHEREAS, MPS is presently operating under court supervision as a result of past racial discrimination; and

WHEREAS, MPS has complied in good faith with the orders of the court and has sought to eradicate the vestiges of past discrimination; and

WHEREAS, Circumstances affecting racial balance have changed dramatically since the findings of discrimination in that, among other things, most MPS students are persons of color, 59% black, 11% Spanish surname, and 4% Asian, while 23% are white; and

WHEREAS, The composition of our schools can more accurately reflect the composition of our community only if MPS delivers a quality education that attracts parents whose circumstances provide them with a choice of schools; and

WHEREAS, The limited resources available for education are best spent on providing services to children rather than transporting them; and

WHEREAS, Transporting children long distances to school hinders community involvement which is critical to academic success; and

WHEREAS, Integration is best pursued through fair housing policies; now, therefore, be it

RESOLVED, That MPS seek from the federal court a lifting of the current court supervision of MPS that resulted from the intradistrict desegregation suit by seeking a declaration of unitary status or taking other appropriate action.

Procedural Analysis

1. *What steps need to be taken to proceed with the resolution?*
   Achieving unitary status means that a district is released from the court supervision that was included in a desegregation order.

   Three basic standards must be met to achieve unitary status. They are as follows:

   a. A district must show that it has complied with all court orders, such as showing that all required status reports have been filed on a consistent and timely basis.

   b. The current School Board must demonstrate that it is unlikely to return to the discriminatory ways of the former School Board.

   c. The School Board must show that it has eliminated the vestiges of discrimination to the extent practicable as determined by the "Green Factor." The "Green Factor" includes:

      •student assignment - the district's student assignment policy achieved the current amount of desegregation practicable.

      •staff - are assigned equably among the district.

      •transportation - the burden of transportation is established equably across various ethnic groups.

      •extracurricular activities - are organized in the district to include members of all racial and ethnic groups.

      •facilities - educational facilities are equivalent for majority and minority students.

   It is likely that if the original court order did not address some of the above issues in an initial ruling, that the district may not be required to prove it met the standards for those not mentioned.

   The district will have to determine what it can achieve through unitary status that it cannot achieve without unitary status.

A significant amount of staff time will be required to compile the needed documentation, and the involvement of legal counsel will be needed in terms of the best method for preparing and presenting the documentation in order to show that the district has met the "Green Factor."

2. *What are the suggested timelines for implementation of the resolution?*
Should the Board of School Directors take action to direct the staff and legal counsel to prepare documents to support the district's position that it has met the applicable portions of the "Green Factor," it is estimated that it will take three to six months to compile the required documents. Legal counsel would than need to prepare the necessary briefs and legal documentation for submission to the courts. The Federal court would then schedule hearings regarding the District's unitary request.

3. *What are the implications if the resolution is adopted?*
•*Are significant policy questions involved?*
The Board will have to adopt a position to achieve unitary status through the courts.

•*Is a City Attorney's opinion required and how long will it take?*
The city attorneys will have to be involved, as well as specialized legal counsel with expertise on school desegregation issues.

•*Is there a significant cost to implement the plan?*
There will be additional costs in terms of staff time and legal matters. Additional staff will be needed to compile the needed documentation, and there will be additional costs for specialized legal advice.

•*Is extensive public input needed? What type? Will significant staff time be needed to implement the plan?*
Public input will be needed to determine community reaction to obtain unitary status. In addition, the courts may request input from interested parties.

Superintendent's Recommendation
That the Board determine what action it wishes to take with respect to the resolution.

Director De Bruin moved:

1. That the district determine what it could achieve through unitary status that it could not achieve without unitary status;

2. That the administration estimate the cost (legal, administrative and other) the district would incur in seeking a finding of unitary status; and

3. That during the fall of 1995, the Board hold at least three hearings in the community concerning potential benefits of unitary status.

Director Gardner moved to amend the motion by striking the third provision.

The amendment prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Johnson, Small and President Bills—5.

Noes—Directors De Bruin, O'Neil and Sinicki—3.

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

Ayes—Directors De Bruin, Fisher, Gardner, Johnson, O'Neil, Small, Sinicki and President Bills—8.

Noes—None.

* * * * *

(Item 7) Resolution by Director De Bruin Regarding a Parents' Bill of Rights and Responsibilities

Background

At its meeting on July 26, 1995, the following resolution was introduced by Director DeBruin:

WHEREAS, Parents are the first and primary educators of their children; and

WHEREAS, Parents have the legal and moral right and responsibility to affirmatively provide for and protect their child's best interests; and

WHEREAS, The formal education of a child is most likely to succeed if the schools work as partners with parents to provide that education; and

WHEREAS, Parents have responsibility to provide their children with care, nurturing and morals that cannot be adequately provided by the schools; and

WHEREAS, MPS cannot fulfill its public charter unless parents choose to have their children attend MPS schools; now, therefore, be it

RESOLVED, That MPS Board will hold hearings in various parts of our community on the following proposed MPS Parents' Bill of Rights and Responsibilities, after which the proposed Bill of Rights and Responsibilities will be considered by the MPS Board for adoption:

MPS PARENTS' BILL OF RIGHTS AND RESPONSIBILITIES

PARENTS shall have the right to have their child attend the school of their choice among those schools within the MPS system of schools;

PARENT requests for particular teachers or classes shall, to the extent practical, be honored;

PARENTS may at any time observe the operation of their child's school by, among other things, non-disruptively sitting in on any class within the school;

Recognizing that PARENTS entrust MPS with the care and nurture of their children while at school, MPS teachers and staff shall treat each child as their own, recognizing and addressing the individual educational and emotional needs of each child;

MPS teachers and staff shall work to accommodate reasonable requests of PARENTS; MPS teachers and staff shall not use bureaucratic rules as an excuse not to comply with reasonable PARENTAL requests but shall assist PARENTS in challenging such rules;

PARENTS, having the deepest and most personal stake in the education of their child, shall have their interests and the interests of their child treated as primary over the interests of MPS or any of its employees;

PARENTS, shall work to ensure that their child attends school daily and arrives at school on time, well-rested and adequately fed;

PARENTS, by their own example and through their role as PARENTS, shall teach their children the rules of proper behavior and good character, including respect for other adults and children;

PARENTS shall reinforce the responsibility of their child as a student to attend classes, complete assignments, and pursue excellence; and

PARENTS shall at all times be treated by MPS staff with respect and dignity.

Procedural Analysis

1. *What steps need to be taken to proceed with the resolution?*
   If the Board decides to adopt all or sections of the MPS Parents' Bill of Rights and Responsibilities, the administration would need to incorporate the Bill of Rights into the student assignment process, the student discipline policy, and policies involving parents' access to school facilities, labor agreements for affected employees, and procedures for classroom scheduling.

   The administration would need to develop a funding plan to provide resources for school and classroom expansion to meet the parents' right to "have their child attend the school of their choice." Funding would also be needed for inservices to train staff in new procedures, policies and activities.

   A wide-ranging media campaign would be needed to highlight the MPS Parents' Bill of Rights and Responsibilities, and funding for the campaign must be allocated.

2. *What are the suggested timelines for implementation of the resolution?*
   Implementation of some aspects of the MPS Parents' Bill of Rights and Responsibilities could start immediately after adoption by the Board. During the first year, the following activities could occur:
   •Public Information Campaign
   •Development of issues and policies to be addressed
   •Development of a funding plan to be included in the FY97 Budget

   An implementation timeline for other aspects would be predicated on what actions were taken and policies approved by the Board in adopting the resolution.

3. What are the implications if the resolution is adopted?
   •*Are significant policy questions involved?*
   Yes. Policies would have to be rewritten and administrative procedures established.

   •*Is a City Attorney's opinion required and how long will it take?*
   Yes. Legal opinions would be required in areas relating to student rights and due process.

   •*Is there a significant cost to implement the plan?*
   Additional facilities and modification of existing classroom space would be required to meet the parents' right of attending the school of their choice within the MPS system.

   Staff time would be needed to develop various plans, procedures and policies.

   There would be costs for the media campaign, public hearings, printing, and publication.

   •*Is an assessment plan needed?*
   Yes. An evaluation to assess the progress in meeting the goals outlined in the MPS Parents' Bill of Rights and Responsibilities would need to be developed. The assessment would need to be two-fold: MPS actions and those of parents.

   •*Is extensive public input needed? What type?*

Yes. Public hearings, community work sessions, surveys, and parent focus groups would be needed to obtain a full range of parent views and ideas.

•*Will significant staff time be needed to implement the plan?*
Yes. Staff would be responsible for reviewing and modifying procedures, forwarding policies for School Board approval, publishing and distributing various materials, organizing public information sessions, conducting public information sessions, developing inservice activities, and evaluating the progress of enacting the MPS Parents' Bill of Rights and Responsibilities.

Superintendent's Recommendation
That the Board determine what action it wishes to take with respect to the resolution.

Director De Bruin moved to adopt the resolution.

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

Ayes—8; Noes—0.

* * * * *

(Item 8) Resolution by President Bills Regarding Implementation of the "Chicago" Governance Model and School Linkage with the Parent Academy

Background
At its meeting on July 26, 1995, the following resolution was introduced by President 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 redeploy 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; 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 (13 points):

Point #10. Consider implementing the "Chicago" governance model at our schools to replace SBM and SDM.

Point #12. Ask each school to send a parent delegate to the Parent Leadership Academy to act as a linkage and liaison between the Board and the schools.

Procedural Analysis
Point #10 of the resolution: Consider implementing the "Chicago" governance model at our schools to replace SBM and SDM.

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

There must be an analysis of the Chicago model to identify any pitfalls and determine any modifications needed to develop an effective "Milwaukee Model."

2. *What are the suggested timelines for implementation of the resolution?*
   During the 1995-96 school year, the focus should be on gathering information and planning (e.g., Town Hall meetings).

3. *What are the implications if the resolution is adopted?*
   Modifications in the Central Services structure would occur. Some local school councils may run effectively while others may have difficulty. Changes in contracts would probably be necessary, along with a new and different way of negotiating wages, hours and working conditions.

   •*Are significant policy questions involved?*
   The school board must determine the authority of the local school councils (e.g., hiring of principals, devising budgets, and choosing what students learn). The school board must decide the relationship and reporting mechanics of the local governance councils. Will these local councils be independent of the school or will local school governance members serve on subcommittees with board members? Will the councils be held to the same standards as the school board? Will there be an audit mechanism to assess the effectiveness of these local councils to determine the appropriateness of decisions and/or actions.

   •*Is a City Attorney's opinion required and how long will it take?*
   The school must formally request an opinion from the City Attorney's office that will include a review of all employment contracts, in particular the MTEA and ASC contracts. There may be a need to change the Tenure Law for principals in the Wisconsin State Statutes. For example, if a school council hires a principal and wants to dismiss the principal, is the district obligated to place that principal at a different school? What procedure should be followed in the event the council wants the current principal terminated or reassigned? The City Attorney's office should review school board policies and any litigation related to similar local school governance models.

   This opinion may take anywhere from three to six months.

   •*Is there a significant cost to implement the plan?*
   There will be a significant cost to implement the plan. This cost may include collecting historical data with regard to the Chicago model, assessing the status of governance groups currently existing in the school district under SBM and SDM, planning and conducting town hall meetings, and providing orientation for school staff as well as for central administration. Also included would be any compensation for parents or community members to serve on councils and expenses related to training the council members.

   •*Is an assessment plan needed?*
   An assessment plan is needed to determine what has happened in Chicago since implementing the local school councils seven years ago.

   The Milwaukee Public Schools must have an assessment of the existing SBM/SDM models of school governance and their effectiveness or ineffectiveness.

   •*Is extensive public input needed? What type?*
   There needs to be extensive input to plan the Chicago Local School Governance model. This could be obtained through town hall meetings with panels to describe the Chicago Governance Model and to obtain suggestions from parents, community members, school officials, and other key stakeholders. These meetings should be held in various areas of the school district.

   •*Will significant staff time be needed to implement the plan?*
   There must be significant training and orientation provided to school governance teams to implement the Chicago Governance Model.

Procedural Analysis

Point #12 of the resolution: Ask each school to send a parent delegate to the Parent Leadership Academy to act as a linkage and liaison between the Board and the schools.

1. *What steps need to be taken to proceed with the resolution?*
   The Parent and Student Leadership Academies are part of a larger Leadership Academy that provides a place where parents, administrators, students and community gather to plan, study and strategize for the improvement of education for Milwaukee's youth.

   The Leadership Academy is conceptualized as five component entities:
   Parent Leadership Academy
   Administrator Leadership Academy
   Student Leadership Academy
   Teacher Leadership Academy
   Team Planning for Action

   These entities address the particular needs of these five groups. The Leadership Academy will allow representatives of all five groups and the community to meet to discuss the common needs of Milwaukee's youth.

   The Administrator Leadership Academy began last summer with the support of Joyce Foundation funding. The Parent Leadership Academy began meeting this past spring. The Teacher Leadership Academy is in the planning stage.

   Parent Leadership Academy
   Planning for the Parent Leadership Academy began in February 1995, when over one hundred parents and community representatives attended a day of hearings held at the Professional Development Center. Parents expressed a range of concerns including the need for timely and complete information, a desire for greater influence in school decision making, a greater ability to meet the educational needs of their children, more information about curriculum utilized in the schools, and skills to help their children succeed.

   Student Leadership Academy
   The Student Leadership Academy will be built on existing programs, such as the Inter-High Council, peer mediation programs, Students Against Violence, the Multicultural Literature and Arts Celebration, Human Relations Clubs, BABES, student councils, and participants on Team Planning for Action leadership teams.

   The Student Leadership Academy will offer students avenues for participating and shaping reform in their schools and in the district as a whole. As part of the process, students will acquire skills for effective action in such areas as teaching and learning; health and safety; and equity and multiculturalism. The skills they acquire will include parliamentary skills, mediation skills, and leadership skills, including preparation for the world of work. Delegates from all schools will be invited to join in planning the academy.

2. *What are the suggested timelines for implementation of the resolution?*
   The Parent Leadership Academy convened in May. Representatives from schools as well as existing MPS parent organizations are planning ways to create an umbrella parent organization that meets the needs expressed. Committees have been formed, programs are being proposed, funding is being sought, and a vision is forming through on-going dialogue. Thirty-seven schools have enrolled as members of the Parent Leadership Academy, and representatives of these schools will begin meeting with current Academy members in the fall.

   The Student Leadership Academy is scheduled to begin in the fall of 1995.

3. What are the implications if the resolution is adopted?
   •*Are significant policy questions involved?*
   •*Is a City Attorney's opinion required and how long will it take?*
   •*Is an assessment plan needed?*
   •*Is extensive public input needed? What type?*
   •*Will significant staff time be needed to implement the plan?*

There are no significant policy questions involved, and a City Attorney's opinion will not be required. There will be an evaluation component for the Leadership Academy.

Superintendent's Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Sinicki moved to refer the item to the Committee on Innovation/School Reform for public hearings.

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

Ayes—8; Noes—0.

* * * * *

(Item 9) Authorization to Make Purchases

Bids for the following purchases were received too late to be included in the regular finance and facilities items considered by the Board on August, 16, 1995. Bid analyses are attached.

Superintendent's Recommendation

That the Superintendent be authorized to make the following purchases:

B-5167 Five Panel Vans—Facilities and Maintenance
Bob Fish Pontiac GMC, low bidder meeting specifications, at $15,225 each for a total purchase of $76,125.00

B-5168 Locks and Cylinders for ADA Compliance—Facilities and Maintenance
La Force Hardware and Manufacturing, low bidder meeting specifications, for various locks and cylinders at a net total cost of $165,956.10

Director Small moved to authorize the Superintendent to make the purchases.

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

Ayes—8; Noes—0.

* * * * *

RESOLUTION

By President Bills on Behalf of the Board of School Directors:

WHEREAS, Director David De Bruin was elected to the Board in 1993 to represent District #6; and

WHEREAS, Director De Bruin served as Chair of the Audit Committee and Co-Chair of the Strategic Planning and Budget Committee; and

WHEREAS, Director De Bruin also served as a member of the Instruction and Community Relations, Finance and Facilities, and Legislation, Rules and Policies Committees; and

WHEREAS, Director De Bruin's leadership was instrumental in developing district-wide accountability, including the Board's internal audit function; and

WHEREAS, Director De Bruin was an advocate of decentralization and empowerment of schools; and

WHEREAS, Director De Bruin was a strong champion of parents' rights and at the same time emphasized parents' responsibilities to their children; and

WHEREAS, Director De Bruin emphasized the need for the district to assure the safety of students both on the way to and from school and in school, including the establishment of a policy requiring criminal background checks for employees; and

WHEREAS, Director De Bruin stressed the need for the district to be more responsive to its clients, and the need for the development of a student assignment system that satisfies more parents and students; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director De Bruin for his dedicated years of 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 its Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to Director De Bruin as a tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the Milwaukee Public Schools.

Director O'Neil moved to suspend Board rule 1.10 (1) and adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director De Bruin—1.

Director De Bruin addressed the Board.

The Board adjourned at 9:50 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 13, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:45 PM.

Present—Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Absent and excused—Directors Johnson and O'Neil—2.

Absent—Director Todd—1.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the Regular Board meeting of August 30, 1995 were approved as printed.

COMMITTEE OF THE WHOLE

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 4 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

Ayes—Directors Directors Fisher, Gardner, Sinicki, Small and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:47 PM.

The Board rose from the Committee of the Whole at 8:03 PM.

Director Small, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 4 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; and Acceptance of Donations

Superintendent's Recommendations

1. That the Board approve the following contracts:

Recycling
All District Schools and Offices
Town and Country Waste Service, Inc. (a subsidiary of BFI, Inc.), low bidder, base bid of $0

Phase III ADA Compliance Work - Bid Package 6
Division 1 - Marshall High School
Choice Construction Companies, Inc, low bidder, base bid of $297,111 minus $9,500 for mandatory alternate bid 1 to eliminate the replacement of stair handrails for a total contract of $287,611

Division 2 - Sixty-fifth Street School
Choice Construction Companies, Inc., low bidder, base bid of $117,594; minus $1,300 for mandatory alternate bid 1 to eliminate the replacement of stair handrails; minus $11,000 for mandatory alternate bid 2 to eliminate wheelchair lifts; minus $12,500 for mandatory alternate bid 3 to eliminate the fire alarm system modifications; plus $30,500 for mandatory alternate bid 4 to include the fire alarm replacement system for a total contract of $123,294

Division 3 - Ninety-fifth Street School
Choice Construction Companies, Inc., low bidder, base bid of $83,111; minus $11,000 for mandatory alternate bid 2 to eliminate wheelchair lifts; minus $13,000 for mandatory alternate bid 3 to eliminate the fire alarm system modifications; plus $31,500 for mandatory alternate bid 4 to include the fire alarm replacement system for a total contract of $90,611

Phase III ADA Compliance Work and Kitchen Remodeling - Bid Package3A
Kilmer School
Joseph Lorenz, Inc., low bidder, base bid of $315,000

Project Manager for Lighting Retrofit Work
Lins Corp., for a total cost of $62,831

2. That the Board authorize the following purchase:

Network Servers
State of Wisconsin Contract for Nine Memorex/Telex 85E System Servers including Novel Netware 4.1 operating software at $11,500 each..... $103,500

3. That the Board accept the donations as listed below, with appropriate acknowledgment to be made on behalf of the Board:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Head Start	Alice Guyton	$20	Educational Support Ctr. Activities
Office of the Superintendent	Wisconsin IBM Education Team	68	Prize for Dinner With The Superintendent
Office of the Superintendent	Walker Music Inc.	300	Prize for Dinner With The Superintendent
Office of the Superintendent	Victor's Restaurant	250	Prize for Dinner With The Superintendent

Office of the Superintendent	UWM Athletic Department	69	Prize for Dinner With The Superintendent
Office of the Superintendent	Target Store	450	Prize for Dinner With The Superintendent
Office of the Superintendent	Soccer World	84	Prize for Dinner With The Superintendent
Office of the Superintendent	PAMPS	200	Prize for Dinner With The Superintendent
Office of the Superintendent	Noah's Ark	40	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Wave Soccer Team	52	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Sporting Goods	90	Prize for Dinner With The Superintendent
Office of the Superintendent	MPS Office of Interscholastic Athletics	175	Prize for Dinner With The Superintendent
Office of the Superintendent	MPS Recreation Division	40	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Mustangs	72	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Public Museum	200	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Exposition & Convention Center	80	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee County Zoo	175	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Bucks	Undeter.	Prize for Dinner With The Superintendent
Office of the Superintendent	Milwaukee Brewers	Undeter.	Prize for Dinner With The Superintendent
Office of the Superintendent	Mike Hegan's Grand Slam	45	Prize for Dinner With The Superintendent
Office of the Superintendent	McDonald's Corporation	212	Prize for Dinner With The Superintendent
Office of the Superintendent	Marcus Corporation	2,316	Prize for Dinner With The Superintendent
Office of the Superintendent	Lange, James and Doreen Britton	100	Prize for Dinner With The Superintendent
Office of the Superintendent	Grunau Company, Inc.	500	Prize for Dinner With The Superintendent
Office of the Superintendent	Fan Fair	300	Prize for Dinner With The Superintendent
Office of the Superintendent	Community Financial Services	450	Prize for Dinner With The Superintendent
Office of the Superintendent	Apple Computer	4,200	Prize for Dinner With The Superintendent
Office of the Superintendent	American TV & Appliance	50	Prize for Dinner With The Superintendent
Office of the Superintendent	Carpet Town USA	500	Prize for Dinner With The Superintendent
Office of the Superintendent	Burger King V&J Foods, Inc.	340	Prize for Dinner With The Superintendent
Office of the Superintendent	Bouchard's Sports Wear	60	Prize for Dinner With The Superintendent

Office of the Superintendent	Beihoff Music	45	Prize for Dinner With The Superintendent
Office of the Superintendent	Bentley & Son	204	Prize for Dinner With The Superintendent
Office of the Superintendent	Wisconsin State Fair Park	1,600	Prize for Dinner With The Superintendent
Browning	Herbert Kohl Charities	200	College Scholarship Fund
Garland	Gordon A. Schuetz	400	Books for Library/Classrooms
Grand Avenue Middle	PTO	302	Three Custom Flagsfor Global Education
Hamilton High	W.H. Brady Co.	5,000	Computer Technology
King, Jr.	Gordon Schuetz	170	Atlanta Trip
King, Jr.	Sheryl Gotts	50	Atlanta Trip
King, Jr.	Cynthia Ellwood	50	Atlanta Trip
King, Jr.	Pamela Penn	75	Atlanta Trip
King, Jr.	Steve Baruch	10	Atlanta Trip
King, Jr.	Wayne Brzezinski	10	Atlanta Trip
King, Jr.	Fermin Burgos	10	Atlanta Trip
King, Jr.	Bill/Evelyn Koepsel	5	Atlanta Trip
King, Jr.	Barbara Denter	2	Atlanta Trip
King, Jr.	John Berg	20	Atlanta Trip
King, Jr.	Mary Quilling	25	Atlanta Trip
King, Jr.	Annie Jones	25	Atlanta Trip
King, Jr.	Patricia Ellis	25	Atlanta Trip
King, Jr.	MPS Misc. Individuals	150	Atlanta Trip
King, Jr.	Genesis Health Plan	50	Atlanta Trip
King, Jr.	Robert Jasna	25	Atlanta Trip
King, Jr.	Eve Hall	25	Atlanta Trip
King, Jr.	Ethel Hood	25	Atlanta Trip
King, Jr.	Columbia Savings	500	Atlanta Trip
King, Jr.	Josephine Mosley	50	Atlanta Trip
King, Jr.	Cecil Grice	25	Atlanta Trip
King, Jr.	Marilyn Valentine	50	Atlanta Trip
King, Jr.	Elizabeth Joehnk	20	Atlanta Trip
King, Jr.	Cathleen Zeiler	25	Atlanta Trip
King, Jr.	Bennie Gulledge	50	Atlanta Trip
King, Jr.	LaDon Love	25	Atlanta Trip
King, Jr.	Blue Cross & Blue Shield	170	Atlanta Trip
King, Jr.	Rosita Dorsey	25	Atlanta Trip
King, Jr.	Ralph/Margaret Hollmon	50	Atlanta Trip
King, Jr.	Diane Kremkau	10	Atlanta Trip
King, Jr.	Terese Robinson	25	Atlanta Trip
King, Jr.	Margaret Henningsen	350	Atlanta Trip
King, Jr.	Kathleen Neuman	50	Atlanta Trip
King, Jr.	Mable Suggs	50	Atlanta Trip
King, Jr.	Celeste Gore	100	Atlanta Trip
King, Jr.	Tyrone Dumas	170	Atlanta Trip
King, Jr.	Shirley Harlow	25	Atlanta Trip
King, Jr.	Great Lakes Beverage Association of Wis.	500	Atlanta Trip
King, Jr.	Dept. Community Rec. and Educ. Services	700	Atlanta Trip
King, Jr.	Central City Coop	170	Atlanta Trip

King, Jr.	ADI, Inc.	350	Atlanta Trip
King, Jr.	Dorothy Dean	50	Atlanta Trip
King, Jr.	Paula Morgan	50	Atlanta Trip
King, Jr.	Douglas Haselow	20	Atlanta Trip
King, Jr.	Mary Ann Beil	20	Atlanta Trip
King, Jr.	Myra Edwards	20	Atlanta Trip
King, Jr.	A.J. Ugent Furs	25	Atlanta Trip
King, Jr.	Thomas Schrader	50	Atlanta Trip
King, Jr.	Stuart/Ann Tisdale	170	Atlanta Trip
King, Jr.	Josephine Mosley	75	Atlanta Trip
King, Jr.	Nacarei Feaster	50	Atlanta Trip
King, Jr.	Olga Valcourt-Schwartz	50	Atlanta Trip
King, Jr.	Lee Holloway	50	Atlanta Trip
King, Jr.	Paul Petry	25	Atlanta Trip
King, Jr.	Roy Hill	50	Atlanta Trip
King, Jr.	Oshiyemi Adelabu	50	Atlanta Trip
King, Jr.	Gail Ostler	25	Atlanta Trip
King, Jr.	Edith Finlayson	50	Atlanta Trip
King, Jr.	Jeanette Story	10	Atlanta Trip
King, Jr.	Susan Van Vleet	500	Atlanta Trip
King, Jr.	Mary Henry	25	Atlanta Trip
King, Jr.	Martha Carter	25	Atlanta Trip
King, Jr.	Karleen Haberichter	20	Atlanta Trip
King, Jr.	Tom/Peg Schreck	100	Atlanta Trip
King, Jr.	J&J Food Mart	100	Atlanta Trip
King, Jr.	Deanna Housfeld	10	Atlanta Trip
Kosciuszko Middle	PTSA	3,000	Musical Instruments
LaFollette	Pier I Imports	275	Reading Table
Lowell	PTO	1,026	Library Books and Videos
Manitoba	Mr. & Mrs. DeLange	Undeter.	Power Scooter for Ex. Ed. Children
Manitoba	Karen Rose	1,900	Stander to use for Ex. Ed. Children
Marshall High	Northwest Mutual Life	10,000	Classroom Video Instruction
Marshall High	Herb Kohl Charities	250	Grant for the New Theatre
Milwaukee Trade and Technical High	Milwaukee Chapter Links, Inc.	4,535	Links/Tech Project George Washington University College Tour
Milwaukee Trade and Technical High	George Washington University	4,500	Housing/Food Service - College Tour
Milwaukee Trade and Technical High	Mobil Gas	100	Supplies - College Tour
Milwaukee Trade and Technical High	Federated Realty Group, Inc.	1,466	Aerospace Education
Morgandale	P.S.O.	11,029	School Gifts
Morgandale	American Legion	700	Fax Machine
Morse	Bradley Center	500	National Science Olympiad
Morse	Carlson Manuf. Co.	Undeter.	500 Bracelets - Student Distribution
Muir	Ameritech	1,500	Learning Village

Palmer	Johnson Controls Inc.	Un-determined	IBM Computer - Classroom Use
Palmer	5th District Police NAC	100	As Needed
River Trail	PTO	9,180	Automate the Library
River Trail	PTO	500	Performers' Busses, Awards
River Trail	PTO	1,619	Various School Functions
Robinson Middle	Herb Kohl Charities	200	Sports
Roosevelt Middle	Funds Raised by Sch.	500	Computer System for Student Use
Roosevelt Middle	Funds Raised by Sch.	600	Computer System for Student Use
Sarah Scott Middle	Joyce Pluskota	800	Grade 8 Completion Exercises
Sholes Middle	PTSO	1500	Piano
Story	Herb Kohl Charities	300	Field Trips, Student Incentives
Thirty-eighth St.	PTA	900	Donation
Thirty-eighth St.	Journal/Sentinel	550	Software
Tippecanoe	Arts & Entertainment Network	340	Contest Award
Tippecanoe	Arts & Entertainment Network	300	Contest Award
Wright Middle	Handy Andy	60	Weber Grill for Ex. Ed. Classes

Director Gardner moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small and President Bills—5

Noes—None.

* * * * *

(Item 2) Action on a Request for Authorization to Prepay Leasehold Improvements for Various Leases and Approval of a Fund Transfer for This Purpose

Administration's Analysis

1. At its meeting of July 14, 1995 (Proc., pp. 147-150), the Board approved the leases for the following locations:

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

b. The former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a cost of $90,537.

c. The property at 4807 South Second Street to house Kilmer South at a cost of $552,600.

2. In each of the above cases the cost of the lease includes an amount for the amortization of leasehold improvements. For locations (b) and (c), the cost of the lease also includes interest charges related to the amortization of leasehold improvements.

3. The lease contracts for (b) and (c) provide the district with the option to prepay the cost of the leasehold improvements, thereby saving interest expense over the ten year term of the leases. The table below shows the district can save $664,540 in interest expense by exercising its options to prepay the leasehold improvements. In addition to this economic benefit, the district receives the budgetary benefit of reducing its annual operating expenses by $170,884 due to the reduction in annual rent payments.

	Annual Gross Rent	Leasehold Improve-ment	Annual Savings After Payment	Savings Over 10 Years	Annual Rent After Prepayment
Kilmer South	$552,600	$916,500	$149,767	$1,497,670	$402,833
New School	$90,537	$127,800	$21,117	$211,170	$69,420
Total	$643,137	$1,044,300	$170,884	$1,708,840	$472,253
Leasehold Improvements				($1,044,300)	
Interest Savings				$664,540	

4. As shown in the table, the one time cost of prepaying the leasehold improvement is $1,044,300, which will generate savings of $1,708,840 over the ten year term of the leases.

5. Due to the overfunded position of the Milwaukee Employes' Retirement System, the district's employer contribution for FY 96 is being reduced by approximately $1,183,000, thereby creating a surplus in this account for FY 96.

Strategic Plan Compatibility Statement

6. The recommendation is consistent with the Board Goal of Fiscal Responsibility to manage the district's finances in a fiscally prudent manner.

Statute, Board Policy or Rule Statement

7. Fund transfers over $100,000 require Board approval, Policy DBK.

Fiscal Impact Statement

8. An amount of $1,044,300 will be transferred from the city pension contribution account to the appropriate operating lease accounts.

Implementation and Assessment Plan

9. Leasehold improvements for locations (b) and (c) will be prepaid, eliminating $664,540 in interest charges over a ten-year period, and reducing annual operating expenses by $170,884.

Superintendent's Recommendations

1. That the Board authorize the exercise of the prepayment option.

2. That the Board approve a fund transfer in the amount of $1,044,300.

Director Gardner moved to approve the Superintendent's recommendations.

Director Sinicki moved to refer the matter back to the Committee of the Whole and to postpone consideration of the matter until the first Board meeting in October.

The motion to refer and postpone consideration prevailed, the vote being the same as that preceding:

Ayes—5; Noes—0.

* * * * *

(Item 3) Transmittal of the School Selection Study and Approval of the Timeline for the Administration's Response

Administration's Analysis

1. The FY 95 budget included funding for a school selection study. The administration submitted an RFP in October, and awarded a contract to Leabman Associates, Inc. (Leabman) in January 1995.

The scope of the study was to provide an analysis of what it would take to implement a feasible system of public school choice within MPS. The study was to identify issues that needed to be addressed to implement a new system, including changes in state law, MPS policies and procedures, and collective bargaining agreements. The study was to focus on the current Three-Choice School Selection process from the vantage point of parents who access the MPS system. Additionally, the study was to identify ways in which the process might be improved to better serve parents and students.

2. The complete report is being transmitted to the Board of School Directors under separate cover. The study's findings and recommendations are found on pages 3-6 of the report. The following points are highlighted from the study.

•*Parents want to send their children to quality neighborhood schools.*

•*MPS does a commendable job of placing students in programs which are for the most part chosen by parents.*

•*MPS should develop a specific plan to address the shortage of city-wide seats if MPS is going to maintain city-wide schools as an option for parents.*

•*Additional feeder patterns should be established for all school levels.*

•*Parents in general find the information from MPS to be helpful and timely, but a significant number of parents are confused about their responsibilities and need additional assistance.*

3. The study found no instances of favoritism or manipulation of the Three Choice Process by MPS. Nevertheless, many parents believe that some people are given special consideration in the process. The complexity of the selection process is one reason why parents and students do not believe the system is fair.

4. The following points are offered as a possible structure for discussions with various groups, for public hearings, and for the administration's response.

•Guarantee a seat in a child's neighborhood school, or in areas of over-crowding, in a school within their region. Parents would not have to participate in the selection process if their neighborhood school is desired.

•Enhance the feeder patterns for attendance area schools. The guarantee for a neighborhood elementary school can be expanded to include middle and high schools. Feeder patterns for city-wide schools would remain as is.

•Reduce the eligibility requirements for transportation to attendance area schools. Neighborhood schools could be supported by changing the eligibility requirements for transportation.

•Modify the Facilities Master Plan to address the needs of over-subscribed schools. A timetable would be set for meeting school and program demands.

•Consider alternative calendars if they would increase the number of seats available in city-wide schools.

Statute, Board Policy or Rule Statement

5. The following Board policies impact the School Selection Process: File JC (School Attendance Areas), File FEC (School Admissions), File JC-E Student Desegregation), File EEA (Student Transportation Services), and File FB (Facilities).

Fiscal Impact Statement

6. The fiscal impact will be determined in conjunction with Board decisions relative to any changes to the school selection process.

Implementation and Assessment Plan

7. Public hearings need to be scheduled in order for the administration and the Board to receive public comments. A suggested timeline is presented below:

October 11, 1995 - The administration presents modified elementary assignment regions, and middle and high school feeder patterns.

- The administration presents all revised policies and procedures.

- The administration receives input from staff, parents, and community groups.

October 16-27, 1995 -Public hearings are held.

November 15, 1995 -The Board adopts policies pertaining to the School Selection Process.

- The administration reports to the Board on activities and actions taken to improve the communication to parents and the access to School Selection Process.

Superintendent's Recommendations

1. That the Board receive the School Selection Study, with appreciation extended to the parents, students, staff, and individuals who participated in the Leabman study.

2. That the Board approve the timeline outlined above.

Director Sinicki moved to approve the Suprintendent's recommendations.

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

Ayes—5; Noes—0.

* * * * *

(Item 4) Informational Report on Charter Schools

Background

The Board of School Directors is empowered to grant charters to operate any number of charter schools in Milwaukee. The charters will be enforced by contract to be negotiated between the operator of the charter school and the Board. The contract must contain fifteen specific elements.

Charter schools are similar to innovative schools and to partnership schools in that all three types of schools must:

- submit a proposal/petition
- meet the MPS accountability plan
- adhere to specified facility codes and accounting procedures
- address the K-12 teaching and learning reform, including School to Work

Charter schools, innovative schools, and partnership schools differ in the following:

Charter Schools:	Innovative Schools:	Partnership Schools:
Amount of funding is negotiable.	Funding is never less than the average per pupil allocation for similar MPS schools.	Funding is 80% of the average per pupil cost.
Can negotiate provisions with the Board which are outside of the legal status of a school as an instrumentality of the MPS school district.	"R& D" funds support development. Program represents a total operational change.	Must include one MPS teacher. Focus has been on at risk students.

Board Policy Implications

The formation of charter schools within MPS may require modifications to policies of the Milwaukee Board of School Directors, depending on the operating procedures described in the petition. The administration would bring any modifications to the Board for approval, unless covered under executive limitations.

Fiscal Impact Statement

As each proposal/petition comes forward, it will be reviewed for an appropriate funding level, with consideration given to such factors as the educational program and the decentralization of services.

Implementation Plan

The administration has in place a process for accepting proposals for innovative options for operating schools and is following a similar process in responding to inquiries regarding the formation of charter schools.

At this time discussions are occurring between a current MPS school, the MTEA, and the administration regarding the possible formation of a charter school. It is anticipated that a similar working arrangement would be followed with any interested group.

* * * * *

UNFINISHED BUSINESS

(Item A) Consideration of Options for and Decision on a Date to call a Special Election to Fill the Vacancy on the Board in Board District 6 Created by the Resignation of Director De Bruin

Office of Board Governance Analysis

1. Director David De Bruin's resignation from the Board became effective on August 30, 1995. Because Director De Bruin's seat will not come up for election until the Spring of 1997, the Board may wish to consider calling a special election to fill the vacancy for the unexpired term.

2. The Office of Board Governance has reviewed the options currently available to the Board for a special election. The Board can either call a special election for this fall, at its own expense, which is estimated to be approximately $35,000 each for a primary and an election, or, it can order a special election to be held concurrently with the general spring election, at no cost to the Board.

3. There apparently is a possibility of a special referendum being called for later this fall on the question of funding for a new stadium for the Milwaukee Brewers. If such a referendum is called, it is possible that either the Board's primary or the final election could be scheduled for the same date, thus saving the Board $35,000. The legislature is expected to make a decision by September 18.

4. It should be noted that when a special election is called which does not occur concurrently with a general election, the maximum time allowed by statute for circulating nomination papers is 21 days, and can be as short a 6 days, depending upon when the order is issued. When a special election is called to run concurrently with a general election, the time for circulating nomination papers can range up to 57 days.

5. This matter was considered by the Board at its meeting on June 28, 1995. Motions to call a special fall election and to call a special spring election both failed on tie votes.

The Board then reconsidered the question of calling a special election and voted to place the question on the minutes of an appropriate agenda of the Board, after August 31, at the discretion of the President.

Options

6. The following table lists the options currently available to the Board. More detailed information regarding the calculation of the dates is attached.

Date of Election	**Nov. 14**	**Nov. 21**	**Nov. 28**	**Dec. 5**	**Dec. 12**	**Dec. 19**	**Mar. 19**
Order Issued by Board	On or before Sept. 13	On or before Sept. 19	Between Sept. 12 and Sept. 26	Between Sept. 19 and Oct. 3	Between Sept. 26 and Oct. 10	Between Oct. 3 and Oct. 17	Between Nov. 6 and Dec. 19
Earliest Date to Circulate Nomination Papers	Date order is filed (next day)	Date order is filed (next day)	Date order is filed (next day)	Date order is filed (next day)	Date order is filed (next day)	Date order is filed (next day)	Date order is filed (next day)
Latest Date to File Nomination Papers	Sept. 19	Sept. 26	Oct. 3	Oct. 10	Oct. 17	Oct. 24	Jan. 2
Date of Primary (if needed)	Oct. 17	Oct. 24	Oct. 31	Nov. 7	Nov. 14	Nov. 21	Feb. 6
Date of Election	Nov. 14	Nov. 21	Nov. 28	Dec. 5	Dec. 12	Dec. 19	Mar. 19
Estimated Cost to Board of Primary (if needed)	$35,000	$35,000	$35,000	$35,000	$35,000	$35,000	0
Cost to Board of Election	$35,000	$35,000	$35,000	$35,000	$35,000	$35,000	0

Assumptions used in developing this chart:

1) The election will be held on a Tuesday. Although this is the traditional day for a general election, it is not required for a special election.

2) By statute, the latest day an election can be held that would not coincide with the spring election is January 1, 1996. Assuming the Board would not wish to call a special election during the winter recess, Tuesday, December 19 has been selected as the latest practical date to call a fall election.

Action

If the Board wishes to call a special fall election, it is recommended that the Board direct the Clerk to prepare a call for a special election for Board action at its meeting on September 20, 1995.

If the Board wishes to call a special spring election to be held concurrently with the general spring election, it is recommended that the Board direct the Clerk to prepare a call for a special election to be submitted for action at the first Board meeting after November 6, 1995.

Director Gardner moved that the date of the special election be set to coincide with the presidential primary elections, so that the primary is February 6 1996, and the runoff election is March 19, 1996.

The motion failed for lack of a second.

Director Sinicki moved that the Board direct the Clerk to prepare a call for a special election to be held on December 5, 1995, for Board action at its meeting on September 20, 1995.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Sinicki and Small—3.

Noes—Directors Gardner and Bills—2.

* * * * *

RESOLUTIONS

By Directors Small and Sinicki:

WHEREAS, The Milwaukee Board of School Directors has adopted a position supporting a system of public school choice offering parents diverse and meaningful public school parental choices which meet the individual needs of students; and

WHEREAS, The Board has adopted a position rejecting the expansion of the Milwaukee Parental Choice Program beyond the initially proposed 5500 seats; and

WHEREAS, The Board has adopted a position opposing the use of public funds for sectarian schools; and

WHEREAS, The Milwaukee Parental Choice Program as currently constituted takes funding away from MPS to pay for Choice students; and

WHEREAS, MPS has schools that are working and have a proven track record, while many non-sectarian Choice schools are new and have no such track record; and

WHEREAS, Public funding for non-sectarian Choice schools further exacerbates the inequity in funding affecting MPS by taking dollars away from public school students;

RESOLVED, That the Milwaukee Board of School Directors oppose public funding for non-sectarian schools through the Milwaukee Parental Choice Program.

Referred to the Committee of the Whole.

By Directors Small and Sinicki:

WHEREAS, The Milwaukee Board of School Directors has adopted a position supporting a system of public school choice offering parents diverse and meaningful public school parental choices which meet the individual needs of students; and

WHEREAS, The Board has adopted a position rejecting the expansion of the Milwaukee Parental Choice Program beyond the initially proposed 5500 seats; and

WHEREAS, The Milwaukee Parental Choice Program has now been expanded to 15,000 students; and

WHEREAS, The Milwaukee Parental Choice Program as currently enacted into law does not hold the Milwaukee Public Schools harmless as far as state aide is concerned; and

WHEREAS, According to a recent Legislative Fiscal Bureau analysis, MPS stands to lose about $1,067 per pupil for Choice students; and

WHEREAS, Choice students are excluded from MPS revenue limits; and

WHEREAS, The current provisions of the Choice program do not give MPS time to plan and budget for any initial reduction of its operating costs attributable to Choice expansion; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seek legislation to create direct state funding for the Milwaukee Parental Choice Program.

Referred to the Committee of the Whole.

By Directors Fisher, Gardner and Todd:

WHEREAS, John and Victoria Kroll of 7504 North 90th Street in the City of Milwaukee's first choice for their daughter Victoria is that she attend MPS's German Immersion School; and

WHEREAS, The older child of John and Victoria Kroll, Jacob, attends the German Immersion School; and

WHEREAS, The school assignment policy and procedures of MPS state that siblings shall have preference in the selection, assignment, and admission to schools of their choice; and

WHEREAS, MPS staff may not be specifically authorized to admit Victoria Kroll to the German Immersion School without Board action; and

WHEREAS, It is the declared intention of MPS and the specifically stated intention of the current MPS Board of School Directors to make possible for all parents and students in the City of Milwaukee the schools of their first choice; and

WHEREAS, A reasonable and informed City of Milwaukee parent, administrator, or MPS Director may find confusing and ambiguous the current MPS policy with regard to siblings in situations similar to that of Mr. and Mrs. Kroll; and

WHEREAS, It is the responsibility of the Board of School Directors to provide adequate authorization and direction for our administrative staff so that they can execute their assigned responsibilities in a way that does everything possible to accommodate parents' and students' first choice of schools; and

WHEREAS, The Krolls have not only done everything required to secure their first choice of schools for their children; but have taken exceptional action to make the German Immersion School, the MPS administration, and the Board of School Directors aware of their situation; and of the ambiguities and confusions in current MPS policy and procedures regarding parents' and students' choice of schools; and have rendered MPS a considerable service by their demonstration of responsibility, respectfulness, and persistence in bringing this matter to the attention of the MPS Board of School Directors; therefore, be it

RESOLVED, That the MPS Board of School Directors instructs the Superintendent to enroll Victoria Kroll in the German Immersion School as soon as possible; and authorizes the Superintendent to allocate up to five thousands dollars ($5,000) from the 1995-1996 contingency fund to add to the 1995-1996 budget of the German Immersion School to support the German Immersion School in enrolling Victoria Kroll.

Ordered placed on file.

The Board adjourned at 8:28 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 13, 1995

Special meeting of the Board of School Directors called to order by President Bills at 8:31 PM.

Present—Directors Fisher, Gardner, Sinicki, Small, and President Bills—5.

Absent and excused—Directors Johnson and O'Neil—2.

Absent—Director Todd—1.

Vacancy on Board—1.

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

September 7, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, September 13, 1995, immediately upon adjournment of the Board meeting scheduled for 6:30 PM this same evening, in the Auditorium of the School Administration 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) (g), may retire to executive session for the purpose of formulating negotiations strategies with respect to pension funds.

The Board may reconvene in open session for action on matters considered in executive session

NANCY R. NOESKE
Director, Office of Board Governance

Director Small moved that the Board retire to executive session for the purpose of formulating negotiations strategies with respect to pension funds.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Small, and President Bills—5.

Noes—None.

The Board retired to executive session at 8:33 PM.

The Board adjourned from executive session at 9:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 20, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd (6:55 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

Vice-President Johnson in the chair.

The Board observed a moment of silence for Diamond Lynn Cannon and Tommie Bell, MPS students killed in the last month.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following student for her exemplary record of academic achievement, leadership in school, community service, and for various awards and recognition.

Cherise Brown
Grade 11
Milwaukee Trade and Technical High School

Cherise Brown was recently elected as the national president of Top Teens of America, an organization sponsored by the national women's service organization, Top Ladies of Distinction, which cultivates prospective African-American leaders throughout the country. While serving in this distinguished post, Cherise will have the opportunity to travel the country visiting local chapters of Top Teens. She will be involved in chairing meetings, writing newsletters, and making presentations, activities which will continue to strengthen her leadership skills.

Cherise is an active school leader and an honor student with a cumulative grade point average of 3.174. She is a member of the student council, a varsity cheerleader, and President of the Milwaukee Tech Gospel Choir. Cherise is active in Forensics and won a gold medal in state competition. She is also a member of her church choir and is active in youth ministry activities. One such activity is her involvement with True Soul Productions which puts on gospel plays at the North central YMCA.

In addition, Cherise does community service work such as tutoring students, volunteering at nursing homes, and participating in the Muscular Dystrophy Association Telethon. Cherise was also a finalist in the 1995 Miss Juneteenth Day competition and in the Miss Teen Milwaukee contest in 1994.

During the summer, Cherise had an internship at the Federal Court in Milwaukee through the Upward Bound Program at Marquette University. She learned first hand more about the how the legal system works. This opportunity was particularly valuable for Cherise in that her primary career interest is in the field of law, with the goal of ultimately serving as a Justice in the U.S. Supreme Court.

Cherise also had another valuable summer opportunity that relates to her school and career goals. She traveled to Washington, D.C. with Milwaukee Trade and Technical High School Principal Janie Hatton and other students through the sponsorship of the Milwaukee Chapter of Links, Inc., an African American leadership organization. During the trip, she toured major colleges and visited the U.S. Supreme Court. Based on this experience, she is interested in attending Howard University in Washington, D.C. upon high school graduation to get a degree in either law or engineering.

The Board of School Directors and the entire school community recognizes Cherise Brown for her many accomplishments.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

September 20, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District and Milwaukee Board of School Directors by Mr. Jeffrey A. Reitz, attorney, on behalf of Titus Campbell, a minor, and his mother, Tammy Campbell, for injuries allegedly sustained by Titus Campbell at the Parkview Elementary School on September 29, 1994.

Claim is made in the sum of $1,000.

Wausau Insurance Companies, the third party administrator which currently handles the liability claims filed against the district, has requested that this claim be disallowed.

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

Respectfully submitted,

ROBERT C. JASNA
Superintendent of Schools

On the motion of Director Small, the claim was denied, the vote being as follows:

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

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the September 5 and 7, 1995, Reports of the Independent Hearing Panel of the Board of School Directors.

The motion prevailed, the vote being as follows:

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

Noes—None.

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COMMITTEE OF THE WHOLE

Director Fisher moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 11 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:40 PM.

The Board rose from the Committee of the Whole at 9:25 PM.

Vice President Johnson, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 11 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Update on and Development of Bargaining Strategy with Respect to Contract Negotiations with the MTEA and ASC

Director Sinicki moved to consider Item 1 in order, rather than at the conclusion of the meeting, as had been previously announced.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, O'Neil, Sinicki, Small and Vice President Johnson—6.

Noes—Directors Gardner and Todd—2.

Director Small moved that the Board retire to executive session, under the provisions of Wisconsin Statutes 19.85 (1) (e), for the purpose of formulating negotiations strategy with respect to negotiations with the MTEA and ASC.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, O'Neil, Sinicki and Small—6.

Noes—Director Todd—1.

Abstaining from voting—Vice President Johnson—1.

The Board retired to executive session at 9:30 PM.

The Board reconvened in open session at 10:31 PM.

* * * * *

(Item 2) Update on Facilities Planning

REVIEW OF APPROVED PLAN (1995-2004)

On April 20, 1995, the Board of School Directors adopted the district budget for fiscal year 1996. Included in the adopted budget was the updated Ten-Year Capital Plan which documented all of the actions required at that time to preserve and expand capacity including the sources of funding necessary to finance these efforts for the period of 1995-2004. The Ten-Year Capital Plan is updated annually during the budget process in order to respond to changes which may have occurred and to indicate resources required to implement the plan.

Preservation of capacity projects are included in one of the following categories:

1. Deferred Maintenance
2. Code Compliance
3. Major Maintenance
4. Vehicle Replacement Program
5. Major Remodeling
6. Security
7. Energy Conservation

Expansion of capacity projects are chosen in order to respond to space needs being created by continuing enrollment increases. The strategies being used to meet these needs are as follows:

1. Expanded use of existing facilities, e.g., year-round calendars.
2. Multiple program use of existing space.
3. Additions and alterations to existing schools.
4. Purchase and renovation of existing facilities.
5. Leasing space.
6. Satellite sites in businesses or other community facilities where appropriate.

Note: In the event the above strategies do not meet the need, new schools would be considered.

The following expansion of capacity projects are included in the present Ten-Year Capital Plan:
Estimated Cost

1. New Middle School - Administration Building	$12.2 million
2. New Elementary School - St. Thomas Aquinas	3.8 million
3. New Middle School - Near South Side	21.0 million

4. Additions and Alterations - Roosevelt MS of the Arts 9.2 million
5. Additions and Alterations - Rufus King High School 11.2 million
6. Additions and Alterations - Elementary Schools (4) 12.0 million
7. New Elementary School - Site to be Determined 11.0 million
8. Additions and Alterations - Middle School to be Determined 9.2 million

CURRENT STATUS OF PROJECTS

Since the adoption of the budget, the Division of Facilities and Maintenance Services (DFMS) has begun to implement both the preservation and expansion of capacity projects. Particular emphasis has been placed on projects in the major remodeling category and implementing compliance with the Americans with Disabilities Act (ADA). Major office remodeling projects at Fairview, Burbank, and Eighth Street are nearly completed using in-house personnel and at Humboldt Park using contractors. All other projects are nearly designed and will be advertised prior to the end of the calendar year. ADA projects at twenty-seven (27) locations will be awarded by October, with an additional previously awarded projects at seven (7) locations currently under construction. Finally, eight (8) major maintenance/deferred maintenance projects are under construction or have been completed with the remainder to be awarded by early 1996.

The project at St. Thomas Aquinas has been moving forward and on schedule for completion in FY98. Projects at Roosevelt and King are moving forward and are scheduled for completion in FY99 provided adequate funding can be received. The following is the status of each project:

1. St. Thomas Aquinas - Preliminary site acquisition activities have been completed. Pending Board approval to purchase the facility, preliminary planning and development of educational specifications will begin in fall, 1995. The new school will open in the fall of 1997 and house approximately 400 elementary students.

2. Roosevelt Middle School of the Arts - The school/community committee for the project has been formed. Meetings on a bi-weekly basis have been held and are being facilitated by the DFMS staff. Educational specifications are currently scheduled for completion in early 1996 for consideration by the Board.

3. Rufus King High School - As with Roosevelt, DFMS staff has been facilitating bi-weekly meetings with the school/community committee. Educational specifications are also scheduled for completion and consideration in early 1996.

Due to a number of recent developments, all other expansion of capacity projects have been placed on hold and await future consideration and action by the Board. These include:

(1) New Middle School - Administration Building
(1) New Middle School - Near South Side
(1) New Elementary School
Additions and alterations to four (4) elementary and one (1) middle school

WISCONSIN CONSERVATORY OF LIFE-LONG LEARNING K-12

This school is currently located at the old Kilmer Elementary School. Their approved program calls for expanding from their current K-6 student population to a K-12 program. The school plans to expand one grade level per year. The current facility is not adequate to handle the expansion. Estimates to renovate and make the necessary additions to their present site are $11.5 million. Due to the problems associated with securing a facility so that the school could open in August of 1995, the Board approved the present site as a temporary location with the understanding that we would deal with expansion needs at a later date. A decision regarding expanding the present site, relocating the school, or finding other space for

their middle school and high school classes is necessary by January 1996. Funding must be included in the FY97 budget.

NEW DEVELOPMENTS IMPACTING MPS FACILITIES PLANNING

The new state budget has several provisions that may impact significantly on MPS facilities. The expanded Milwaukee Parental Choice Program has the potential to have a major impact. Charter schools may have an impact depending upon how they are developed. How MPS employs its new authority to contract for regular education programs may also impact facility needs.

In addition, year-round schooling can increase capacity if designed to accomplish that goal. Finally, the implementation of new innovative schools will have some effect on capacity.

School Choice

Since the adoption of the FY96 MPS budget, legislation has been approved by the State of Wisconsin to expand the Milwaukee Parental School Choice Program. The program, which now authorizes up to 1,500 students to attend private non-sectarian schools, would be expanded to permit up to 7,000 students in FY96 and 15,000 in FY97 to attend any private school – both sectarian, religious, or non-sectarian school. The law would also make eligible the approximately 2,000 students in grades K-3 participating in the Partners Advancing Values in Education (PAVE) program schools. As with the current Choice Program, tuition costs would be funded from reduced state aid to MPS.

At the present time, there are a number of unknowns about the impact of the program upon MPS and the Ten-Year Capital Plan. These unknowns include:

1. Implementation of the Program - Litigation is pending that could halt the implementation of the program. Should it not be implemented, there would be no immediate impact. Should it be permitted to move forward, students would be leaving at the beginning of the school year. At this time, the Wisconsin Supreme Court has made no decision relative to this matter.

2. Enrollment Impact - It is not possible to ascertain the impact upon the enrollments until the third Friday counts are received and analyzed. Potential enrollment decreases could be distributed throughout the city at all grade levels. This would generally result in a reduction of a small number of students in each class resulting in a patchwork of space availability city-wide. Other potential decreases could occur at entry grades with reorganization of classes or grades throughout the city being necessary.

While the expansion of the Choice Program could have negative impacts, both through decreased enrollments and reduced revenues, opportunities would exist to implement certain program aspects of the Facilities Master Plan: 1992-2001 which continues to be the basis for the current Ten-Year Capital Plan. These opportunities, which would provide expanded educational programs and additional revenue, include:

1. Expansion of all-day five-year-old kindergarten to all five-year-olds. Additional revenue would be generated by the existing students to assist in offsetting state aid reductions.

2. Expansion of kindergarten to serve all four-year-olds. Additional revenue would also be generated by these additional students.

3. Reduction in size of some overcrowded schools and removal of students from substandard space. Taking advantage of this opportunity would not assist in offsetting losses in state aid, but would permit the Board to implement one of its long-time goals of smaller schools and adequate space for students.

Charter Schools

Charter Schools established in present MPS facilities may have an effect depending upon number and grade level of the students enrolled and whether or not they are programmed year-round. Charter schools that may be developed outside of MPS facilities would most definitely free up classroom space.

Contracting for Regular Education Programs

If MPS contracts for educational programs provided in non-MPS facilities, additional space may become available.

Year-round Schools

Operating an extended school year calendar under single track format for currently enrolled students in a school will not free up seats. However, if a school decides to move to a multi-track calendar system, it is estimated that 25 percent more children can be educated in that facility. A multi-track calendar requires scheduling teachers and students on staggered instructional blocks and vacations. While one track is on vacation, the others can use the space thereby increasing the capacity of the school.

New Innovative Schools

The impact of these schools is similar to that of charter schools. It will depend upon grade levels, number of students, and whether or not it is in an MPS site.

Re-Programming of Existing and New MPS Space

Re-programming the use of existing and new space owned by the district should remain a priority. As new space becomes available this option allows the Board to move programs without incurring costs for long term leases which are financed out of the operations budget. In 1994-95 finding adequate space for new and innovative options became a serious and costly issue. In the future every attempt should be made to limit program changes requiring long term leases. For Example: If the Board decides to re-open Craig as an elementary school, space will be needed for the current alternative program. The most economical way to accomplish this would be to relocate the alternative school in an MPS facility.

SUMMARY

The expansion of the Milwaukee Parental School Choice Program creates a great deal of uncertainty for MPS presently and in the foreseeable future. Depending upon what legal actions may occur, changes in budget, financial resources, programs, and the Ten-Year Capital Plan may have to be made. Enrollment effects and its distribution within MPS will not be known until early October. Long-term effects of the Choice Program on district operations and schools will not be known until the program has been operating for two or three years.

In order to evaluate the potential impact and provide options, the Administration is preparing a report which will be completed in November 1995. It will contain the following:

1. An inventory of current available space within MPS facilities.

2. Analysis of the impact of Choice on facilities if 2,500; 5,000; 7,500; 10,000; or 15,000 students leave the district.

3. Options available to access the space, i.e., student assignments, reprogramming schools, closing schools, expanding early childhood programs.

The Ten-Year Capital Plan serves as a guide for developing and preserving the facilities serving the students and staff in the district. The multi-year nature of the plan permits its adjustment to meet changing conditions. As information relative to the expanded Milwaukee Parental School Choice Program becomes available and decisions on charter schools, contracting, year-round schools, and innovative schools are

made, the appropriate changes in the budget, programs, and capital plan can be made during the budget process.

INFORMATION ON THE SINAI SAMARITAN PROPERTY

In the fall of 1994 the Administration was approached by officials of Sinai Samaritan Hospital regarding the potential sale of their property located at North 21st and West State Streets. During the development of the FY96 MPS budget, preliminary information on the potential use of the facility was presented to the Strategic Planning and Budget Committee. The Committee did not direct the Administration to table the proposal at that time, but indicated that they did not want to consider it for the FY 96 budget. The 1995-2004 Capital Plan adopted by the Board did not include the Sinai Samaritan property.

The property is still available and contains over 700,000 square feet of space which could be used by MPS in a variety of ways. These include:

1. K-12 School - Wisconsin Conservatory
2. Lady Pitts
3. Early Childhood Center/Day Care
4. Administration Space for Personnel From EESSC Facility
5. Staff Development Center
6. Additional Program Space such as Innovative Schools

The inclusion of these uses would permit the reuse of other buildings for regular school purposes. The Pleasant View, Kilmer, and Craig facilities could be reopened as elementary schools, and the MEC space would be available for use as an alternative program or innovative school site. The Ten-Year Capital Plan would be adjusted accordingly, including these new projects in lieu of additions and new schools contained in the current Ten-Year Capital Plan.

The proposal from Sinai Samaritan would permit the acquisition of either a portion of the facility or the entire property. Each option has numerous advantages and disadvantages for the Board to consider. The following outlines these advantages/disadvantages for each option:

Option 1 - Purchase Entire Facility

- 15 Acres
- Building – 700,000 sq. ft.
- 700 Surface level parking spaces
- Cost – $17 million

Advantages

- Provides space for Wisconsin Conservatory to expand and complete implementation of their program.
- Provides an opportunity to relocate a number of other programs so that new school space can be created within existing MPS facilities rather than through new construction or leases.
- Provides opportunities for significant annual income from leasing non-utilized space to compatible agencies. Estimate: $3,250,000 annually @ $10/sq. ft.
- Provides space for future new programs or innovative schools.
- Ensures maximum control in selection of tenants for compatibility with educational programs.
- Provides best operational control of facility.
- Site size ensures that impact upon the neighborhood of all programs located in the facility is minimized.
- Enhanced opportunity to negotiate a reduced purchase price.

Disadvantages

- Incur increased operational costs for potentially unused space.
- Requires building management structure to coordinate services for multiple occupancies.
- Initial cost of acquisition higher than purchase of only a portion of the property.
- Risk of not being able to lease unused space.

Option 2 - Purchase Western Portion of Facility
- 8 Acres
- Building – 338,222 sq. ft.
- 400 Surface level parking spaces
- Cost – $8.8 million

Advantages
- Provides space for Wisconsin Conservatory to expand and complete implementation of their program.
- Provides an opportunity to relocate a number of other programs so that new school space can be created within existing MPS facilities rather than through new construction.
- Lower cost required for acquisition.
- Only space required for current needs and relocations would be purchased.
- Provides revenue from leased space.

Disadvantages
- Control of operational services for programs is reduced significantly.
- Future expansion space for new programs is reduced.
- Control of selection of other tenants/occupants greatly reduced.
- Reduced site purchased would limit parking available for use by occupants and could adversely impacts neighborhood.
- Potential revenue generated by leased space is significantly reduced.
- Ability to negotiate favorable purchase price is significantly reduced.

Financial Factors

The proposed purchase price for Sinai Samaritan is $17.0 million. Should the Board direct further negotiations, an attempt would be made to negotiate a lower price. It is less likely that any significant cost reductions from the proposed $8.8 million would be possible in the partial purchase option.

The attached table provides a comparison of the current Ten-Year Capital Plan projects and the costs associated with both options of the Samaritan Center projects. It details the estimated costs, seats produced, and estimated completion of the program. If the Samaritan Center were to be included in a revised Ten-Year Capital Plan, the result would be more seats in a shorter period of time at a slightly higher construction cost. It should also be noted that the construction costs would be reduced if the purchase price for the Samaritan facility is lowered. Both Samaritan options would result in lower overall operating expenses than are projected in the current Ten-Year Capital Plan.

Both the proposal to purchase the entire parcel and a portion of the property will provide the same number of seats and accommodate the proposed programs.

* * * * *

(Item 3) Authorization to Purchase the Former St. Thomas Aquinas School

Administration's Analysis

1. At its meeting of April 20, 1995 (Proc., pp. 535-540) the Board adopted the 1995-96 (FY96) budget for the district. Contained in the FY96 budget was the Ten-Year Capital Plan. Included in this document was a project to purchase and renovate the former St. Thomas Aquinas School located at 1940 North 36th Street for use as an elementary school for 350 students.

2. Discussions with the Archdiocese of Milwaukee have been ongoing for several months as to the structure of the purchase agreement so as to best meet the educational needs of the Board and the desire of the Archdiocese to dispose of the property, since the site not only includes the school building, but also a rectory, parish center and church. At the current time, the Archdiocese leases portions of all of the buildings to various social and community groups, and it is their desire to remove themselves from the

overall management and/or operation of the property. These discussions have now resulted in a proposal which will satisfy the needs of all concerned parties.

3. The proposed agreement contains the following provisions:

a. The former school building and playground area will be purchased by the Board at the appraised value of $247,000.

b. The Board will lease the parish center, rectory, and church for $1 per year for an extended period of time (25 years with multiple extensions of equal length). The Archdiocese would retain ownership while the Board would manage and maintain the properties receiving all revenue from the leases either currently in place or negotiated in the future. Appropriate termination clauses will be included in all of the leases to permit future flexibility for the Board should it become necessary to discontinue the school.

The proposed agreement has several advantages for the Board:

a. It provides the Board control over the selection of tenants in the leased space. This will insure that these tenants are compatible with elementary age students and the general school operation.

b. It provides the Board with a revenue source to offset costs of managing the space.

c. It provides the opportunity for collaborative agreements and/or programs as part of the educational program at the school.

d. It relieves the Board from having to enter into a lease agreement with the Archdiocese for use of the kitchen/lunchroom area for school purposes.

4. The purchase of the facility is the first step in the process for the project. Planning with the community to develop the educational specifications document will commence upon approval by the Board of the purchase of the site.

5. The purchase of the building is recommended in order to have space available in September 1997. This facility will relieve overcrowding in schools in the area and result in fewer students being transported. Delays in the acquisition at this time could delay opening the facility on schedule since planning, design, and construction still remain. This facility is the only expansion space at the elementary level being recommended at this time. All other projects are being held pending the outcome of Choice, charter schools, year-round schools, and other Board action on the FY97 budget.

Strategic Plan Compatibility Statement

6. The recommendation is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations; and the Board goal on School Facilities adopted on March 30, 1994, which states ". . . continue to find ways to address the school district's infrastructure needs, including ongoing maintenance and renovation of existing facilities, as well as new facilities to keep our students competitive for the 21st Century. . . ."

Statute, Board Policy or Rule Statement

7. Board approval is required to purchase or dispose of property.

Fiscal Impact Statement

8. Funds to purchase the facility were included in the Ten-Year Capital Plan contained in the FY96 budget in the amount of $500,000. Additional expenditures will be required for planning, design, and the renovations to upgrade the facilities in the amount of $3,700,000. Funds for these activities are also included in the Ten-Year Capital Plan as part of the $6.5 million in borrowing authority approved by the Common Council in 1995 and the $1.5 million allocated by the Board in FY95 for the first phase of acquisition, planning and development for expansion of capacity needs.

Purchase of the facilities will require additional personnel to fully staff and maintain the new school. These operational costs are not known since they would be included for the first time in the FY98 budget and depend on the final educational program approved for the building and the contractual obligations at that time. Start-up costs and ongoing operations costs for an elementary school such as this would typically be approximately $1.2 million not including specialized personnel required for the program or regular staffing. Revenues generated from the leases will be structured to fully fund all overhead costs, such as cleaning, maintenance and utilities. It is estimated that about $75,000 per year in revenue could be generated from these leases.

Implementation and Assessment Plan

9. Closing activities will occur as soon as possible after approval of the purchase by the Board. Preliminary planning activities with the community to develop educational specifications will begin in the fall of 1995. It is anticipated that Board approval of the educational specifications document would occur in early 1996.

Superintendent's recommendations

1. That the Board authorize the purchase of the former St. Thomas Aquinas School located at 1940 North 36th Street at a cost of $247,000.

2. That authorization be given to the City Real Estate Agent to create a lease agreement for the parish center, rectory and church buildings at a cost of $1 for a term of 25 years with appropriate extensions on the same terms and cost.

3. That the City Real Estate Agent be authorized to take whatever actions are necessary to acquire the property as soon as possible.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Gardner—1.

* * * * *

(Item 4) Authorization to Sell a Portion of Board-Owned Property in 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, 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.

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 for the parcel. The City Real Estate Agent has indicated that the proposed offering price is now reflective of the value of the property and would recommend approval should the Board concur. A description of the parcel is attached.

Strategic Plan Compatibility Statement

4. 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

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

Fiscal Impact Statement

6. 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

7. Upon approval by the Board, the City Real Estate Agent will prepare the appropriate sale documents and resolutions for approval by the Common Council. At the time of closing, funds will be placed into the Construction Fund.

Superintendent's recommendations

1. That the offer from Mr. August Urbanek to purchase a 5.83 acre portion of Site #74 located in the vicinity of North 107th Street and West Mill Road at a cost of $8,000 per acre be accepted.

2. That the City Real Estate Agent by authorized to take whatever actions are necessary to execute the sale of the parcel.

Director Sinicki moved to approve the Superintendent's recommendations.

Director Fisher moved to postpone consideration until the regular October Board meeting.

The motion to postpone consideration prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 5) Approval of a Request to Add Seventh and Eighth Grades to Greenfield Montessori School

Administration's Analysis

1. On December 21, 1994, the Board approved the expansion of Greenfield Montessori School to include grade 6.

2. Greenfield Montessori School is requesting that approval be granted to include grade 7 students during the 1996-97 school year and grade 8 students during the 1997-98 school year. The rationale is as follows:

- Grades 7 and 8 are an intricate part of the Montessori philosophy of multi-age, multi-grade groupings. This Adolescent Program will further serve the academic and developmental needs of the

adolescent Montessori student in preparation for adult life through the vision, philosophy and method of Dr. Maria Montessori in conjunction with the K-12 Goals and Standards of the Milwaukee Public Schools.

• Grade 7 and grade 8 curriculum has been developed during the Summer of 1995 in conjunction with the K-12 Teaching and Learning Goals.

• Inclusion of the grade 7 and grade 8 program will benefit the grade 6 program because of the continuation of the middle school. Parents will be assured of a grade 7 seat. Inclusion of grade 7 and grade 8 will not reduce the number of seats in lower grades.

• Exceptional Education students will be included in the grade 7 and grade 8 program by retaining those students at Greenfield who are diagnosed with exceptional education needs.

• Space for this additional program is available because of the movement of the Audiologist Department by Exceptional Education.

• In the spring of 1995, a survey of parents and teachers indicated an overwhelming interest in extending Greenfield Montessori School through grade 8. Ninety-seven families returned the survey. Ninety-six families responded positively. Seventeen teachers and administrators out of eighteen voted positively for this expansion.

3. The district presently has eight K-8 schools.

Strategic Plan Compatibility Statement

4. The inclusion of grade 7 and 8 students is an integral part of the adolescent Montessori curriculum. This modification supports the Board goals related to academic achievement; i.e., K-12 teaching and learning goals, staff empowerment, parent support and involvement and student involvement and empowerment.

Statute, Board Policy or Rule Statement

5. The action requires a waiver from the grade level organization described in the Board adopted MPS Facilities Master Plan, where the approved organization is grades K-5 in elementary schools, grades 6-8 in middle schools and grades 9-12 in high schools.

Fiscal Impact Statement

6. Adoption of this recommendation will require the funding for an additional teacher to be added to the Greenfield budget for the start of the 1996-1997 school year. Additional funding for this program will be taken from the school budget.

Implementation and Assessment Plan

7. The grade 7 part of this plan would be implemented in the 1996-97 school year. The grade 8 part would be implemented in the 1997-98 school year. Parents whose children are in grade 6 during the 1995-96 school year, would make their selection of this grade 7 program in January and February of 1996. Parents whose children are in grade 7 during 1996-97 school year, would make their selection of this grade 8 program in January and February of 1997.

8. The assessment of this plan will be made by determining whether an adequate number of grade 7 students entered the program to allow for the Montessori goals to be accomplished. The grade 7 and grade 8 Greenfield students will be assessed by the same district measures that other grade 7 and grade 8 students throughout the city take.

9. The grade 6 program, adopted by the Board in December of 1994, registered thirteen students for the 1995-1996 school year. The administration is pleased that this number of parents chose this option even though the parents knew they would lose their right to a feeder school choice for grade 7.

Superintendent's recommendation

That the portion of the MPS Facilities Master Plan relating to grade structure be waived to allow Greenfield Montessori School to expand to grade 7 for the 1996-97 school year and to grade 8 for the 1997-98 school year.

Director Sinicki moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Vice President Johnson—1.

* * * * *

(Item 6) Consideration and Possible Action to Issue an Order for a Special Election to Fill the Vacancy on the Board Created by the Resignation of David De Bruin (Board District #6)

The Director, Office of Board Governance, advised the Board that at the September 13, 1995 Board meeting, the Board Clerk was directed to prepare an order for a special election, to be held on December 5, 1995 to fill the vacancy created in Board District #6 by the resignation of David De Bruin.

The information presented to the Board on September 13, 1995, including options for the date of a fall election, is attached.

The following order has been reviewed by the City Attorney. It is recommended that the Board adopt this order for the special election and direct the Board Clerk to file it with the City Board of Election Commissioners.

Order for Special Election

The Board of School Directors of the City of Milwaukee orders that a special election be held on December 5, 1995 to fill the office of Member of the Board of School Directors of the City of Milwaukee, District No. 6. The remaining term of office expires on April 28, 1997. The vacancy occurred upon the resignation of the incumbent, David De Bruin. Nomination papers for this office may be circulated no earlier than September 21, 1995. The deadline for filing nomination papers is 5:00 p.m., October 10, 1995.

Director Small moved that the Board issue the order for a special election to be held on December 5, 1995.

After discussion, Director Small moved the previous question. There being no objection, the Chair ordered the vote taken.

The motion to issue the order for the special election on December 5, 1995 prevailed, the vote being as follows:

Ayes—Directors Fisher, Sinicki, Small, Todd and Johnson—5.

Noes—Directors Bills, Gardner and O'Neil—3.

* * * * *

(Item 7) Resolution by Directors Small and Sinicki Regarding Opposition to Public Funding for Private Non-sectarian Schools

Resolution

At its meeting on September 13, 1995, the Board referred the following resolution, which was introduced by Directors Small and Sinicki, to the Committee of the Whole for hearing and possible action:

WHEREAS, The Milwaukee Board of School Directors has adopted a position supporting a system of public school choice offering parents diverse and meaningful public school parental choices which meet the individual needs of students; and

WHEREAS, The Board has adopted a position rejecting the expansion of the Milwaukee Parental Choice Program beyond the initially proposed 5500 seats; and

WHEREAS, The Board has adopted a position opposing the use of public funds for sectarian schools; and

WHEREAS, The Milwaukee Parental Choice Program as currently constituted takes funding away from MPS to pay for Choice students; and

WHEREAS, MPS has schools that are working and have a proven track record, while many non-sectarian Choice schools are new and have no such track record; and

WHEREAS, Public funding for non-sectarian Choice schools further exacerbates the inequity in funding affecting MPS by taking dollars away from public school students;

RESOLVED, That the Milwaukee Board of School Directors oppose public funding for non-sectarian schools through the Milwaukee Parental Choice Program.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Small moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Director Gardner—1.

* * * * *

(Item 8) Resolution by Directors Small and Sinicki Regarding the Board Seeking Legislation to Create Direct State Funding for the Milwaukee Parental Choice Program

Resolution

At its meeting on September 13, 1995, the Board referred the following resolution, which was introduced by Directors Small and Sinicki, to the Committee of the Whole for hearing and possible action:

WHEREAS, The Milwaukee Board of School Directors has adopted a position supporting a system of public school choice offering parents diverse and meaningful public school parental choices which meet the individual needs of students; and

WHEREAS, The Board has adopted a position rejecting the expansion of the Milwaukee Parental Choice Program beyond the initially proposed 5500 seats; and

WHEREAS, The Milwaukee Parental Choice Program has now been expanded to 15,000 students; and

WHEREAS, The Milwaukee Parental Choice Program as currently enacted into law does not hold the Milwaukee Public Schools harmless as far as state aide is concerned; and

WHEREAS, According to a recent Legislative Fiscal Bureau analysis, MPS stands to lose about $1,067 per pupil for Choice students; and

WHEREAS, Choice students are excluded from MPS revenue limits; and

WHEREAS, The current provisions of the Choice program do not give MPS time to plan and budget for any initial reduction of its operating costs attributable to Choice expansion; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seek legislation to create direct state funding for the Milwaukee Parental Choice Program.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Sinicki moved to adopt the resolution.

Director Gardner moved a substitute motion, that it is the policy of the Milwaukee Public Schools to restrict to the greatest possible extent the educational choices of the city's poorest children.

The motion failed for lack of a second.

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

Ayes—Directors Bills, Fisher, O'Neil, Sinicki, Small and Todd—6.

Noes—Director Gardner and Vice President Johnson—2.

* * * * *

(Item 9) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Affirmative Action Report; Approval of Prevailing Wage Rates and Annual Approval of Salary Schedules

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, School Social Workers and School Psychologists

2. The Superintendent recommends that the Board approve the following appointments of teachers, school social workers 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for May, 1995 is attached. This is an informational report; no action is required.

Approval of Prevailing Wage Rates

6. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

7. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council are attached, dated July 21 and August 28, 1995.

Annual Approval of Salary Schedules

8. Wisconsin Statutes 119.40 provide as follows:

119.40 Salary Schedules. (1) (a) Annually, the board shall establish a schedule of salaries for all classroom teachers, not including principals and vice principals, in the schools of the city. (b) Annually, the board may establish one or more schedules of salaries for all its employees not covered under par. (a).

2) All schedules of salaries annually fixed by the board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the board.

9. The attached specific proposals are submitted by the superintendent with the recommendation that they be adopted for the 1995-1996 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.

10. The following agreements expired June 30, 1995:
Schedule 1 (Teachers and Community Recreation Specialists),
Schedule 2 (School Social Workers),
Schedule 3 (Administrative Personnel in Schools and Central Office),
Schedule 4 Supportive Personnel - Certificated and Classified, (Substitute Teachers),
Schedule 5 (School Psychologists),
Schedule 6 (Activity Specialists), and
Schedule M (Instrumental Music Teachers and Helpers).

11. The following agreements expired June 30, 1994:
Schedule A (Clerical, Office, and Technical),
Schedule B (Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel),
Schedule C (Material Handlers and Truck Drivers),
Schedule D (Construction Inspectors, Designers, and Draftsmen),
Schedule E (Building Service Helpers, Service and Maintenance Custodians and Laborers),
Schedule F (Miscellaneous Facilities and Maintenance Services Classifications),
Schedule H (Data Processing and Related Personnel),
Schedule I (Instructional Resource Personnel) and
Schedule 9 (Playground Laborers).

12. The following agreements expired December 31, 1994:
Schedule 4 (Supportive Personnel - Certificated and Classified): School Accountants/Bookkeepers, Educational Assistants (formerly School Aides), and
Schedule E (Plant Operations Personnel, Operating Engineers).

Superintendent's recommendations

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

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

3. That the Board approve the salary schedules as listed in the attachment.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
John Atkinson School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Shawn Buford School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Anthony Firle School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Adonis Ford School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Ruta Goba Wisconsin Avenue (Replacement for transfer)	School Secretary I $19,257.33/yr	08-23-95
Julia Godbolt EESSC (New position)	Associate School Nurse $15,719.94/yr.	08-28-95
Sally Goodwin School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Gloria Green School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, continued	
Joe Hayes School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Steve Hibbler School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Christine Hill School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Preston Jackson School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Daniel Kenney School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Diane Kessen School Nutrition (Replacement for promotion)	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	08-28-95
Gregory Klos Fac. & Main. (New position)	Building Laborer $17.51/hr.($35,020.00/yr.)	09-06-95
Thomas Lelinski School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Michael Lesueur School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Dean Martinez School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Johnnie Owens School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Aldoray Robinson School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, continued	
Scott Schaffer School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Kameelah Saahir Hartford (Replacement for resignation)	Clerk Typist I $13,251.11/yr.	09-18-95
Harold Smith School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Aaron Slayden, III School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Rita Spencer School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Kemba N. Staples Board Governance	School Secretary I $19,800 (Vacant position)*	9-25-95
Phyllis Virgil School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Martin Weber Fac. & Main. (New position)	Building Laborer $17.51/hr.($35,020.00/yr.)	09-06-95
David Wittemann School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
Melody Wynn School Safety (New position)	School Safety Assistant $14,780.48/yr.	08-30-95
	PROMOTIONS	
Cheryl DeGeorge School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	08-28-95
Kenneth Gotz Fac. & Main.	School Engineer I $26,247.00/yr.	08-14-95
Dennis Graf Fac. & Main.	School Engineer I $28,640.04/yr.	08-14-95
Marian Jackson Lloyd	School Secretary I $15,157.33/yr.	09-07-95

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Alisa Johnson EESSC	School Secretary I $18,270.72/yr.	08-28-95
Brenda Kostuck Madison	School Bookkeeper $30,119.96/yr.	09-01-95
Lisa Parker School Nutrition	Food Service Manager Trainee $7.90/hr.($10,562.30/yr.)	08-28-95
Catherine Prud'Homme School Nutrition	Food Service Manager Trainee $8.63/hr.($11,538.31/yr.)	08-28-95
Bertha Redd Robinson	School Secretary I $15,157.33/yr.	09-07-95
Margaret Reinke Roosevelt	School Secretary II $20,322.38/yr.	08-14-95
Mark Rink Fac. & Main.	School Engineer II $33,506.72/yr.	08-14-95
Leah Smith Happy Hill	School Secretary I $15,157.33/yr.	09-07-95
Andre Terry Fac. & Main.	School Engineer I $27,443.52/yr.	08-14-95
Karl Thiel Fac. & Main.	School Engineer I $29,836.56/yr.	08-14-95
	RETURNS FROM LEAVE	
Marlene Livieri Riley	School Secretary I $16,396.98/yr.	08-23-95
	CHANGES IN STATUS	
Marguerite Gostomski School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Jerome Griffin School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Damika Hutchins School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Otis Johnson School Safety	School Safety Assistant $14,780.48/yr.	08-30-95

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, continued	
Beverly Nelson Marshall	School Secretary I $19,257.33/yr.	08-23-95
Jeannette Ollie Milw. Village	Clerk Typist I $15,982.46/yr.	08-28-95
Angelia Sillas School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Anthony Spence School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Bethel Staten School Safety	School Safety Assistant $14,780.48/yr.	08-30-95

*This appointment is exempt from civil service provisions under the provisions of Board Rule 5.02 (3). It is also contingent upon satisfactory completion of the criminal background check and the medical examination.

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS, SCHOOL SOCIAL WORKERS AND SCHOOL PSYCHOLOGISTS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 30, 1995, and September 6, 1995, inclusive:					
(nr)	Angela M. Alvarez-From Elementary	B	24,413	0	08-30-95
(r)	Alan K. Anderson Music/Elementary	B	24,413	0	08-30-95
(r)	Jennifer M. Bachmann Elementary	B	24,413	0	08-30-95
(r)	Bari L. Bacun Art	B	25,634	1	08-30-95
(r)	Betty A. Banks Guidance	C	27,587	0	08-30-95
(nr)	Catherine L. Bayer English/Spanish	C	27,587	0	08-30-95
(nr)	Cheryl A. Beneteau Visually Impaired	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(r)	Rosana Benishek C. D.	C	34,483	5	08-30-95
(r)	Tracy E. Biersack Art	B	24,413	0	08-30-95
(r)	Gary A. Blomgren E. D.	BB	25,634	0	08-30-95
(r)	Rodney D. Bourrage Elementary	B	24,413	0	08-30-95
(nr)	Beth M. Boyens Upper Elem./English	B	24,413	0	08-30-95
(nr)	Jean M. Broadwater Elementary	B	24,413	0	08-30-95
(r)	Monique P. Brooks Upper Elementary	B	24,413	0	08-30-95
(r)	Monique D. Brown Upper Elementary	B	24,413	0	08-30-95
(nr)	Kathleen K. Carney Elementary	B	24,413	0	08-30-95
(r)	Nancy L. Carpenter Soc. Studies/Computers	B	24,413	0	08-30-95
(nr)(a)	Amy L. Correll-Hufnal Art/Music	BB	33,324	6	08-30-95
(nr)	Theresa Corsi-Schmitt C. D.	B	24,413	0	08-30-95
(r)(b)	Ellen M. Croke L. D.	BB	34,605	7.5	08-30-95
(nr)	Keila D. Crowley Upper Elementary	B	25,634	1	08-30-95
(r)	James A. Dawson English	B	24,413	0	08-30-95
(r)	Raquel DeLa Cruz-Gutierrez Elementary/Bilingual	B	24,413	0	08-30-95
(r)	Karen L. De Shong L. D.	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Epifanio Dimas Phy. Ed./Spanish	B	24,413	0	08-30-95
(r)	Isabel M. Dixon E. D.	C	27,587	0	08-30-95
(nr)	Carolyn A. Eimon Elementary	B	28,075	3	08-30-95
(r)	Larry Evans Phy. Ed./Health	B	24,413	0	08-30-95
(nr)	William M. Ewert Physical Education	B	24,413	0	08-30-95
(r)	Lori A. Feiereisen Upper Elem./English	B	28,075	3	08-30-95
(r)	Dominic J. Fendt Japanese	BB	12,817 (.5 Contract)	0	08-30-95
(r)	Catherine A. Finley C. D.	B	24,413	0	08-30-95
(nr)	Diana M. Gahm Upper Elem./Mathematics	B	24,413	0	08-30-95
(r)	Catherine L. Ganas Kindergarten	B	24,413	0	08-30-95
(r)	Eduardo Garcia Elementary/Bilingual	B	24,413	0	08-30-95
(nr)	Daniel D. Gasser C. D.	C	27,587	0	08-30-95
(nr)	Diana M. Gastrow Upper Elementary	B	24,413	0	08-30-95
(r)	Collita P. Gholson Elementary	B	24,413	0	08-30-95
(nr)	Tina M. Gleason Upper Elementary	B	24,413	0	08-30-95
(nr)	Elizabeth A. Gleisberg C. D.	B	32,958	7	08-30-95
(nr)	Sara M. Green Speech Pathology	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Kathryn A. Gregory C. D.	B	32,958	7	08-30-95
(r)	Susan L. Grochowski L. D.	B	24,413	0	08-30-95
(r)	Terrance P. Grogan L. D.	B	24,413	0	08-30-95
(nr)	Jodi R. Gronborg Biology/BF Science	BB	25,634	0	08-30-95
(r)	Judith M. Gundry English/Reading	B	24,413	0	08-30-95
(nr)	Lisa Halaska Speech Pathology	C	27,587	0	08-30-95
(r)	Dawn M. Haren Elementary	B	24,413	0	08-30-95
(nr)(a)	Darlyn K. Harmon Speech Pathology	C	37,242	7.3	08-30-95
(nr)	Aimee C. Harris Guidance	B	28,075	3	08-30-95
(r)(b)	Ijoister Harris Vocal & Gen. Music	BB	32,042	5	08-30-95
(nr)	Brenda N. Harvey Elementary	C	27,587	0	08-30-95
(r)	William G. Haury Physical Education	B	32,958	7	08-30-95
(r)	Michele G. Heindl Upper Elementary	B	24,413	0	08-30-95
(r)	Vincent Holly L. D.	B	24,413	0	08-30-95
(r)	Jose M. Hurtado-Perez Elementary/Bilingual	B	24,413	0	08-30-95
(nr)	Heather M. Ingram Elementary	B	24,413	0	08-30-95
(r)	Alison C. Jakus E. D.	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Kathryn E. Jasinski Elementary/Montessori	C	37,242	7	08-30-95
(r)	Joseph R. Jefferson Phy. Ed./Health	B	24,413	0	08-30-95
(r)	Jon S. Johnson Biology/BF Science	B	25,634	1	08-30-95
(nr)(a)	Bonnie L. Jonet C. D.	BB	32,042	5	08-30-95
(r)(a)	Kevin R. Karman Art	BB	30,760	4	08-30-95
(r)	Cynthia A. Kennedy Elementary	B	24,413	0	08-30-95
(r)	Lisa M. Kreklow Elementary	B	24,413	0	08-30-95
(r)	Jennifer A. Kringel Econ/Hist/Pol.Sci./Sociology	BB	28,197	2	08-30-95
(nr)	Leslie L. Kuper Guidance	C	27,587	0	08-30-95
(r)	Frank Lammers Elementary	B	24,413	0	08-30-95
(r)	Norma J. Lathan Health Occupations	B	24,413	0	08-30-95
(r)	Wilder C. Lee Social Studies/Reading	B	24,413	0	08-30-95
(r)(b)	Kimberly L. Lewis E. D.	B	29,296	4	08-30-95
(r)	Matthew H. Liban L. D.	B	24,413	0	08-30-95
(r)	Frederick C. Lindgren Upper Elementary	B	32,958	7	08-30-95
(r)	Michelle L. Lindsay Music	B	24,413	0	08-30-95
(r)	Zannetta R. Luckett Upper Elementary	BB	25,634	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Carrie A. Lynch Art	B	24,413	0	08-30-95
(nr)(b)	Patricia A. Malicki English/Speech/Reading	B	31,737	5	08-30-95
(r)	Roxane L. Mayeur Art	B	24,413	0	08-30-95
(r)	Megan K. McGivney Elementary	B	24,413	0	08-30-95
(nr)	Kristen L. Mehring EC:EEN	B	24,413	0	08-30-95
(r)	Lisa M. Mosier Kindergarten	C	27,587	0	08-30-95
(r)	Gail M. Mozejewski Art	B	24,413	0	08-30-95
(r)	Jane A. Neese Elementary	B	25,634	1	08-30-95
(nr)	Antoinette Newell French	B	24,413	0	08-30-95
(nr)	Patricia M. O'Brien Phy. Ed./Driver's Ed.	B	24,413	0	08-30-95
(r)	Ellen J. O'Connor L. D.	B	24,413	0	08-30-95
(r)	Kelly L. O'Keefe Biology/BF Science	B	24,413	0	08-30-95
(nr)	Janice M. Osmanski Home Economics	B	28,075	3	08-30-95
(r)	Reginald Patterson Elementary	B	24,413	0	08-30-95
(nr)	Elizabeth P. Perry E. D.	B	24,413	0	08-30-95
(nr)	Christina J. Porter C. D.	BB	25,634	0	08-30-95
(r)	Gilbert G. Powell C. D.	B	24,413	0	08-30-95

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Symantha K. Powell E. D.	B	24,413	0	08-30-95
(r)	Roberto Z. Ramirez Elementary	B	24,413	0	08-30-95
(nr)	Thomas P. Ramstack C. D.	B	30,516	5	08-30-95
(nr)	Steven G. Rank E. D.	BB	26,915	1.5	08-30-95
(nr)	Jennifer S. Ricard EC:EEN	B	24,413	0	08-30-95
(nr)	Amy Rose L. D.	B	24,413	0	08-30-95
(nr)	Colleen L. Ryan L. D.	B	24,413	0	08-30-95
(nr)	James H. Salmon E. D.	B	31,737	6	08-30-95
(r)	Krista S. Santner Elementary	B	24,413	0	08-30-95
(nr)	Barbara E. Schmidt C. D.	B	24,413	0	08-30-95
(r)	Amy L. Schwark Upper Elementary	B	24,413	0	08-30-95
(nr)	Laura K Seidlitz E. D.	B	24,413	0	08-30-95
(r)(a)	Jennifer L. Seigworth Elementary	BB	32,042	5	08-30-95
(nr)	Ann L. Shurte Spanish	B	24,413	0	08-30-95
(r)	Ramel L. Smith C. D.	B	24,413	0	08-30-95
(nr)	Linda J. Sokup C. D.	C	27,587	0	08-30-95
(nr)	Bryan D. Spalla Upper Elementary	BB	34,605	7	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Dyana E. Stacy Elementary	B	24,413	0	08-30-95
(r)	Jean E. Stroede Library Media Specialist	BB	25,634	0	08-30-95
(nr)	Amy B. Tews Upper Elementary	B	24,413	0	08-30-95
(nr)	Darcy A. Thelen Upper Elementary	B	24,413	0	08-30-95
(r)	Wendy L. Thibodeau L. D.	B	24,413	0	08-30-95
(nr)	Mary K. Tracy C. D.	BB	30,760	4	08-30-95
(r)(b)	Paula K. Trulen Elementary	BB	33,324	6	08-30-95
(r)	William F. Ulrich Choir/General Music	BB	12,817 (.5 Contract)	0	08-30-95
(r)	Joseph P. Villarreal Elementary/Bilingual	B	30,516	5	08-30-95
(r)	Andrea L. Vite EC:EEN	B	24,413	0	08-30-95
(r)	Heidi J. Walker EC:EEN	B	24,413	0	08-30-95
(r)	Ann M. Ward-Jagodzinski Hearing Impaired	B	24,413	0	09-05-95
(nr)	Melissa A. Welch Art	B	25,634	1	08-30-95
(r)	Michelle E. West Hearing Impaired	BB	30,760	4	08-30-95
(r)	Edelmira R. Wigen Elementary	B	29,296	4	08-30-95
(nr)	David A. Williams C. D.	B	24,413	0	08-30-95
(nr)	Traci E. Wise L. D.	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Catherine A. Wittig Biology/BF Sci./Chemistry	B	24,413	0	08-30-95
(nr)	Stephanie A. Wolfe Art	B	24,413	0	08-30-95
(r)	Debbie L. Wolski Upper Elementary	B	24,413	0	08-30-95
(r)	Christopher M. Worman E. D.	B	24,413	0	08-30-95
(nr)	Richard M. Yanke Physical Education	B	24,413	0	08-30-95
(r)	Paul K. Zuehlke Art	BB	25,634	0	08-30-95

School Social Workers - Schedule 02

		Salary	Years of Experience Credit	Start Date
Effective between August 23, 1995, and September 6, 1995, inclusive:				
(r)	Monica A. Beitzel	34,692	0	08-23-95
(r)	Catherine J. Gietzen	34,692	0	08-23-95
(nr)	Timothy R. Hamley	34,692	0	08-23-95
(r)	Pamela M. Hansen	34,692	0	08-23-95
(nr)	Sandra A. Holt	34,692	0	08-23-95
(r)	Kim M. Martin	34,692	0	08-23-95
(r)	Kamillah L. Muslim	34,692	0	08-23-95
(r)	Patricia L. Toman	34,692	0	08-23-95
(r)	Mary C. Waldheim	36,384	1	08-23-95

Physical Therapists - Schedule 04

		Salary	Years of Experience Credit	Start Date
Effective between August 30, 1995, and September 6, 1995, inclusive:				
(r)	Marcy R. Schmitz	31,554	0	08-30-95

School Psychologists - Schedule 05

Effective between August 23, 1995, and September 6, 1995, inclusive:				
(nr)	Tracy L. Christman	33,789	0	08-23-95
(r)	Amy S. Gerbasi	33,789	0	08-23-95
(nr)	Beth A. Herman-Ukasick	35,260	1.5	08-23-95

School Psychologists - Schedule 05

Effective between August 23, 1995, and September 6, 1995, inclusive:				
(nr)	Suzanne K. Ihlenfeld	33,789	0	08-23-95
(nr)	Laura L. Lovell	33,789	0	08-23-95
(nr)	Christina M. Monfre	33,789	0	08-23-95
(r)	Kelly A. O'Donnell	33,789	0	08-23-95

(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 14, 1996:		
Maria Cruz	Vieau	August 30, 1995
Cynthia Dean	EESS Center	August 30, 1995
Lila Disi	Burroughs	August 30, 1995
Kathryn Harms	31st Street	August 30, 1995
Dana Lehmkuhl	Riley	August 30, 1995
Carey Mach	Congress	August 30, 1995
Linda Nichols	Dr. King	August 30, 1995
Diana Otto	Lincoln M.S.	August 30, 1995
Janis Thomas	Madison	August 30, 1995
Illness Leave, to June 20, 1996:		
Delfina Estevez	Wisconsin	August 23, 1995
Illness Leave, to January 26, 1996:		
Mary P. Hoffmann	Hampton	August 30, 1995
Ernestine Mosley	38th Street	August 30, 1995
Stevie Summers	EESS Center	August 30, 1995
Illness Leave, to June 14, 1996:		
Robert Davies	Audubon	August 30, 1995
Cynthia Hewitt	Pierce	August 30, 1995
Legislative Leave, to June 14, 1996:		
Gerard Randall Jr.	Bell	August 30, 1995
Maternity Leave, to June 1996:		
Carey Bradley	MEC	August 30, 1995
Jill Gardetto	Grant	August 30, 1995
Wendy Lambert	37th Street	August 30, 1995
Shelley O'Malley	Forest Home	August 30, 1995
Heidi Timm	Kilbourn	August 30, 1995
Extension of Personal Leave, to June 1996:		
Jill Due	Leave	August 30, 1995
Extension of Illness Leave, to January 1996:		
Carol Weiss	Leave	August 30, 1995

Extension of Illness Leave, to June, 1996:

Frank Shepich	Leave	August 30, 1995

Extension of Study Leave, to January, 1996:

Cheryl Parchia	Leave	August 30, 1995

CURTAILMENT OF LEAVE:

Laurie Bauer -- Was granted a personal leave from August 30, 1995, through June 14, 1996. Curtailed as of August, 1995.

Kent LaVelle -- Was granted a sabbatical leave from August 30, 1995, through June 14, 1996. Rescinded as of August 29, 1995.

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Tanya M. Antonsen	Teacher	08-17-95
Beth S. Baier	Teacher	08-16-95
Laura L. Bastian	Teacher	08-01-95
Laura A. Bayer	Teacher	08-15-95
William P. Bertsche	Teacher	08-02-95
Ann G. Birschbach	Teacher	08-03-95
Lora H. Blair	Teacher	08-14-95
Jodi L. Bricco	Teacher	08-11-95
Robert J. Buehler, Jr.	Teacher	08-08-95
Juli Burant-Nowatzki	Teacher	08-14-95
Anne F. Canarie	Teacher	06-14-95
Mary H. Cashman	Teacher	08-23-95
Cynthia K. Dettlaff	Teacher	07-30-95
Gail P. Draeger	Teacher	08-17-95
Betsy S. Dukatz	Teacher	08-15-95
Lisa Ann Erickson	Teacher	08-18-95
Laura L. Erikson	Teacher	08-22-95
Charles Evans	Teacher	06-14-95
Lynn M. Fagerness	Teacher	08-09-95
Kevin A. Feliciano	Teacher	08-02-95
Michael T. Flaherty	Teacher	08-22-95
Kerry L. Forseth	Teacher	08-18-95
Andrea L. Graham	Teacher	08-14-95
Consuelo Grass	Teacher	08-21-95
Karen B. Gromowski	Teacher	08-25-95
Rose Guajardo	Principal	07-01-95
Jeffrey P. Harkins	Artistic Director	08-01-95
Sharon J. Hettrick	Teacher	06-14-95
Kathleen A. Itzin	Teacher	08-11-95

Beth M. Kaat	Teacher	08-11-95

Name	Position	Effective Date
Matthew A. Keefe	Teacher	08-16-95
Shannon L. Kilton	Teacher	08-16-95
Mary M. Konigsfeld	Teacher	08-22-95
Jo Ann Korpal	Teacher	06-14-95
James E. Korsi	Teacher	08-15-95
Barbara A. Krause	Teacher	08-21-95
Trina J. Lambert	Teacher	08-17-95
Nancy A. Lee	Teacher	06-14-95
Daniel J. Leonard	Teacher	08-23-95
Mary E. Lincoln	Teacher	08-18-95
Judith A. Lippitt	Teacher	07-30-95
Tim A. Luettgen	Teacher	08-21-95
Diane M. Masnica	Teacher	08-17-95
Michael Hamilton McClure	Teacher	08-07-95
John F. McGarry	Speech Pathologist	08-08-95
Katherine R. McGarry	Speech Pathologist	08-08-95
Georgia A. McGuff	Teacher	08-28-95
Lisa G. Miller	Occupational Therapist	08-07-95
Lynne R. Miller	Teacher	08-03-95
Gregory D. Molzahn	Teacher	08-28-95
Andrienne J. Morales	Teacher	08-21-95
Orlando O. Moss, Jr.	Teacher	08-11-95
Mary P. Mueller	Teacher	08-14-95
Patricia M. Nolan	Teacher	08-23-95
Diane L. O'Krongly	Teacher	08-02-95
Pamela K. Oligney	Teacher	08-14-95
Teresa A. Owen	Teacher	08-08-95
Wilbert G. Passley	Teacher	07-28-95
Lynda C. Ploeger	Teacher	08-07-95
Donald J. Radomski	Teacher	06-14-95
Jean A. Reinhardt	Teacher	08-21-95
Diane M. Ritchie	Teacher	08-07-95
Diane J. Rombca	Assistant Principal	08-08-95
William Roper	Teacher	08-28-95
Marick Ann Rozek	Teacher	08-15-95
Carlene Kaplan Schwartz	Teacher	08-18-95
Pamela J. Shelton	Teacher	08-08-95
Charles G. Sherba	Teacher	06-14-95
Marsha G. Shive	Teacher	08-15-95
Megan S. Skaleski	Teacher	08-22-95
C. Michael Tedesco	Teacher	08-15-95
Rose Marie E. Villa	Teacher	07-01-95
Martin H. Volk	Teacher	08-17-95
Christi Weiland	Teacher	08-03-95
Meg A. Werking	Teacher	08-02-95
Cynthia R. Whaples-Dennis	Teacher	08-22-95
Dawn M. Wiesner	Teacher	08-11-95
Holly A. Ziegelbauer	Teacher	08-24-95

Director Bills moved to approve the recommendations.

Director O'Neil requested separate consideration of the appointments of Ruta Goba, Julia Godbolt, Diane Kessen, Gregory Klos, Kameelah Saahir, Kemba Staples, Martin Weber, Cheryl DeGeorge, Lisa Parker, Catherine Prud'Homme, Beverly Nelson and Jeanette Ollie.

There being no objection, the request was granted.

The question being on approval of the balance of the items, they were approved, the vote being as follows:

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

Noes—Director O'Neil—1.

Temporarily absent—Director Todd—1.

The question being on approval of the items set aside by Director O'Neil, the were approved, the vote being as follows:

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

Noes—None.

* * * * *

(Item 10) Action on Administrative Appointments and Promotions

Superintendent's recommendation

That the Board appoint or promote the following individuals to the classifications indicated, effective upon assignment:

(r)	Ada Rivera	Assistant Principal Audubon Middle School	Schedule III, Range 11D $53,975
(r)	Cynthia Miller	Assistant Principal Wisconsin Avenue School	Schedule III, Range 10D $55,348
(r)	Dorlee Rohlfing	Student Services Specialist Division of Parent and Student Services	Schedule III, Range 10A $67,863
(nr)	R. Dirk Van Horne	Labor Relations Specialist Division of Labor Relations	Schedule III, Range 10A $65,000
(r)	Margaret Barrett	Community Rec. Coordinator Department of School and Community Services	Schedule III, Range 9A $58,838
(nr)	Thomas McIntosh	Performance Assessment Specialist, Division of Educational Research and Program Assessment	Schedule III, Range 9A $64,000

(r)	Bruce Redlin	Supervisor-General Accounting Department of Finance	Schedule III, Range 8A $51,467

(r)	Lynn Greb	Supervisor - Special Projects Department of School and Community Services	Schedule III, Range 7A $42,470
(r)	Lynn O'Dell	School Nurse Division of Exceptional Educ. and Supportive Services	Schedule III, Range 3C $30,000
(r)	Derek Coleman	Accountant I (Part-time) Department of Finance	Schedule III, Range 03A $14.76 per hour

_____
r - Resident
nr - Non-resident

Director Bills moved to approve the recommendations.

Director O'Neil requested separate consideration of the appointments of Bruce Redlin, Lynn O'Dell and Derek Coleman.

There being no objection, the request was granted.

The question being on approval of the balance of the items, they were approved, the vote being as follows:

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

Noes—Director O'Neil—1.

Abstaining from voting—Vice President Johnson—1.

The question being on approval of the items set aside by Director O'Neil, the were approved, the vote being as follows:

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

Noes—None.

* * * * *

(Item 11) Authorization to Eliminate The Assistant Director of School Safety Position and to Create an Assistant Coordinator of the Leadership Academy

Administration's Analysis

1. The administration is committed to the development of the Leadership Academy and its various components. To develop and oversee the Parent and Student Leadership Academies, it is necessary to reallocate existing resources to enhance the staffing of the Leadership Academy.

2. The administration is proposing to eliminate the Assistant Director of School Safety position and use that position to create an Assistant Coordinator position for the Leadership Academy. This transaction will not adversely affect the Division of School Safety's delivery of services and would greatly enhance the Leadership Academy's ability to carry out its mission.

3. Should the Board approve this transaction, the incumbent of the Assistant Director position will be administratively reassigned by the Superintendent to the Assistant Coordinator position in the Leadership Academy.

Strategic Plan Compatibility Statement

4. This action supports implementation of the Board's strategic plan, in particular those Board goals related to student achievement and to student and staff empowerment.

Statute, Board Policy or Rule Statement

5. Pursuant to Board Policy 3.03 (File: CC), the elimination and creation of positions shall require Board approval.

Fiscal Impact Statement

6. There will be no fiscal impact related to this transaction, in that the positions are at the same level and adequate funding to support the newly created position is contained in the FY96 budget.

Superintendent's recommendation

That the Board authorize the administration to eliminate the Assistant Director of School Safety position in Pay Grade 9A, and to create an Assistant Coordinator position in Pay Grade 9A for assignment to the Leadership Academy.

Director Bills moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Vice President Johnson—1.

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COMMUNICATIONS AND PETITIONS

The Director, Office of Board Governance, presented a communication from the Milwaukee Parent Education Association requesting the Board to replicate the Rufus King College Preparatory Program.

Referred to the Committee of the Whole.

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RESOLUTIONS

By President Bills and Directors Fisher, O'Neil and Sinicki:

WHEREAS, It is the firm belief of the Milwaukee Board of School Directors that all children can learn at the highest level; and

WHEREAS, Every member of the community has a role to play in developing our children to the 21st century standards of academic, social and ethical development; and

WHEREAS, Children are not underdeveloped because they want to be, but rather because they have been allowed to be; and

WHEREAS, Problems with children are an indication of fundamental deficiencies in the adult community; and

WHEREAS, The establishment of high standards is critical to preparing children to face the challenges of the 21st century; and

WHEREAS, An objective of the Board is to ensure that children graduate from high school with a solid set of academic skills that will enable them to build quality lives; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the administration to propose for the Board's consideration higher standards for graduation from high school, such as the following:

1) Mastery of Calculus or its equivalent;
2) Mastery of a second language;
3) Mastery of written and spoken expression of the English language; and
4) Participation in at least one sport or extra-curricular activity; and be it

FURTHER RESOLVED, That the administration report on its proposed standards by the December 20, 1995 meeting of the Board; and be it

FURTHER RESOLVED, That after review by the Board, the Committee on Innovation/School Reform seek public input on the proposed standards; and be it

FURTHER RESOLVED, That the Committee on Innovation/School Reform report its results to the Board in time for the Board to act on the standards no later than its regular April 1996 meeting, so that the standards can become effective, beginning with the sixth grade class of 1996-97.

Director Sinicki moved to suspend Board Rule 1.10 (1) in order to permit immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

Director Sinicki moved to adopt the resolution.

The resolution was adopted, the vote being as follows:

Ayes—Directors Bills, Fisher, O'Neil, Sinicki, Small and Vice President Johnson—6.

Noes—Directors Gardner and Todd—2

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The Board adjourned at 11:46 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 2, 1995

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

Present—Directors Fisher, Gardner (6:38 PM), Johnson, Sinicki, Small, and President Bills—6.

Absent and excused—Directors O'Neil and Todd—2.

Vacancy on Board—1.

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

September 29, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Monday, October 2, 1995, at 6:30 PM, in Room 103 of the School Administration 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.

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.

The Board may reconvene in open session for action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Fisher moved that the Board retire to executive session for the purpose of considering collective bargaining negotiation matters relative to the Milwaukee Teachers' Education Association.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

The Board retired to executive session at 6:37 PM.

The Board adjourned from executive session at 8:50 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 11, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:31 PM.

Present—Directors Fisher, Sinicki, Small and President Bills—4.

Absent and excused—Director Gardner—1.

Absent—Directors Johnson, O'Neil and Todd—3.

Vacancy on Board—1.

The Board recessed at 6:31 PM, pending arrival of a quorum.

The Board reconvened at 6:42 PM.

The Chair announced that the items of business scheduled for consideration at this meeting would be taken up at the meeting scheduled for October 18, 1995.

The Board adjourned at 6:43 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 18, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:36 PM.

Present—Directors Fisher, Gardner, O'Neil, Sinicki, Small, Todd and President Bills—7.

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

AWARDS AND RECOGNITIONS

Robert E. Peterson, Teacher, LaEscuela Fratney

Robert E. (Bob) Peterson was named the 1995 Wisconsin Elementary School Teacher of the Year, and is one of four finalists for selection as Wisconsin's representative to the National Teacher of the Year program.

Bob has been a teacher with the Milwaukee Public Schools for 15 years and was a leader among a group of teachers and parents who in 1988 created the two-way bilingual program at Fratney School.

He is founder of the National Coalition of Education Activists and the founding editor of *Rethinking Schools*, a national newspaper with a circulation of 40,000 teachers, prospective teachers, and policy makers.

Some of Bob's other activities include working on the teaching guide, *Rethinking Our Classrooms: Teaching for Equity and Justice*, which focuses on building respectful, student-centered classrooms that assist students in exploring and challenging many issues the world faces, and serving as co-chairman of the Milwaukee Public Schools' Multicultural Curriculum Council and a member of Progressive Milwaukee's education committee.

Bob has volunteered countless hours serving on and contributing to the work of numerous Milwaukee Public Schools' study committees and advisory councils and deserves to be recognized for his outstanding achievement in the teaching profession and for his dedication and commitment to his students and the children of Milwaukee.

John Holmes, Teacher, Marshall High School

John Holmes, was recently 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 will be recognized by the Walt Disney Company in "The Walt Disney Company and McDonald's Present The American Teacher Awards" in a live telecast on The Disney Channel on November 1, 1995.

John was named one of 14 educators in the nation, and the only one from Wisconsin, to serve as a national faculty member to Turner Broadcasting for his exemplary use of technology in the classroom, and as a national faculty member to Turner Broadcasting, he will represent Turner Broadcasting at Cable in the

Classroom events and educational conferences, and participate in focus groups to develop new educational projects, and will be teaching other educators how to use CNN Newsroom and Turner Adventure Learning and will share ideas and success stories about using communications technologies in the classroom.

John has been a teacher with the Milwaukee Public Schools for 17 years, and has been teaching broadcast communications in Marshall High School's communications media program since 1978. He and his students in 1989 formed "Eagle's Wing Productions," a student-run video production enterprise that has received national attention for its socially responsible videos. Award-winning videos produced by John's students include "Street Heat: Kids, Guns and Gangs," for the Milwaukee Police Department and distributed nationally to schools and law enforcement agencies; "Eye Care Safety, It's Elementary," for Prevent Blindness Wisconsin; "Urban School Bus Safety," produced for the Milwaukee Public Schools and distributed to urban school districts nationwide; and "Time and Time Again," a recycling video for S.C. Johnson Wax, also distributed nationwide.

John has initiated an international partnership with the City Technology Colleges in Great Britain. Through this partnership, students work together via the Internet and videoconferences on joint projects, including a fitness video for U.S. and European teens, as well as student exchange visits to each other's countries and schools.

He has won numerous other awards including, the 1993 Herb Kohl Teaching Fellowship award, the 1993 Time Warner Cable Teaching Award, and the 1992 Urban Technology Education Award from the Council of the Great City Schools, the 1990 Wisconsin Bell/Ameritech Teacher Recognition Bronze Award, and in 1989 was chosen Wisconsin's Outstanding Communications Teacher and deserves to be recognized for his outstanding achievement in the teaching profession and for his dedication and commitment to his students and the children of Milwaukee.

Gretchen C. Barberena, teacher at the Milwaukee Spanish Immersion School, and Stacy L. Klein, teacher at the Wisconsin Conservatory of Life Long Learning, received *Certificates of Commendation from the American Association of School Administrators for being nominated as the district's representatives in the 1995 Sallie Mae First Class Teacher Awards program*. They were nominated for their excellent performance as first-year teachers in the 1994-95 school year. Ms. Barberena taught last year at Fratney School and Ms. Klein taught at Trowbridge School.

The following schools were *awarded grants from The Learning Foundation of Wisconsin* for programs aimed at improving the environment within public schools, enhancing learning opportunities, and/or increasing overall academic achievement of students. The schools were among 12 selected out of 80 public school entries from throughout the state.
Riverside University High School and Parkman Middle School received a $7,300 grant for their mentoring partnership program which links 6th grade students with positive high school role models.
Elm Creative Arts School was awarded $3,500 for their musical production of "The Rhythm of Work," which is about the value of work.

Janie Hatton, principal of Milwaukee Trade and Technical High School, was one of 75 educators across the country who were selected to contribute a guest article to the National Music Association's annual publication. The article was about music and intelligences in teaching. It appeared in the July, 1995, issue.

Fritsche Middle School was named the Milwaukee County School of the Year for the third consecutive year by the Parent-Teacher-Student Association. The association annually grades school performance on a number of criteria, including academic excellence, human relations, legislative issues, drug prevention, newsletters and at least one school special project. The Milwaukee Common Council recently recognized Fritsche Middle School for receiving this award and presented the school with a signed and sealed resolution from the Common Council.

The following students recently had their artwork selected from hundreds of entries by the Milwaukee Department of City Development for use in the Riverwalk development. Each students' drawing has been cast in two, two-foot square bronze tiles. The tiles can be found in the children's area at the end of Mason Street on the east side of the river, and in the sidewalk along the Riverwalk. The students are:

Vieau School	**Salvador Jimenez and Reinaldo Quinones**
Clement Avenue	**Tiffany Phillips**
31st Street	**Walando Brown**
Milw. Spanish Immersion	**Torrie Williams**
Thoreau	**Amanda Kingsbury and Heather Zettel**
Elm Creative Arts	**Alexandra Cimperman, Bill Akin, Brittany Graves, Carrie Stotmeister, Janay Gray, Anna Katter, Laura Thompson, Sarah Susami, Megan McGinnity, Sarah Kenner, and Destiny Chambers**

The *following MPS students were named semifinalists in the National Merit Scholarship program.* They were named semifinalists based on their Preliminary Scholastic Aptitude or National Merit Qualifying Test scores.

Scott Krepel, Milwaukee High School of the Arts
Jennifer Qualls, Riverside University High School
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

APPROVAL OF MINUTES

The minutes of the Board meetings of September 13 and 20, 1995 were approved as printed.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented 11 expulsion reports from the Independent Hearing Panel of the Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel for September 25; September 28 at 9:00 AM and 11:00 AM; October 3; October 4; October 5; October 9 at 9:30 AM, 11:30 AM and 2:00 PM; October 10; and October 11, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

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COMMITTEE OF THE WHOLE

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 12 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:50 PM.

The Board rose from the Committee of the Whole at 8:45 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 12 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Adoption of New Policies on Financial Reserves

Administration's Analysis

1. During FY95, Superintendent Fuller convened a nine member advisory committee to evaluate the district's current financial reserve policy for the School Operations Fund and to recommend a new policy that is consistent with sound financial management practices. The advisory committee was composed of financial experts in government, banking, public accounting, and community leaders. A listing of the committee is attached.

2. The current financial reserve policy was adopted by the Board in 1982. The policy represents a formula that determines the level of the financial reserve at fiscal year end, and is stated below:

"•An amount equal to one month's estimated expenditures for the subsequent budget year *plus*

"•The amount resulting from application of the following formula:

$$\text{Current year's levy} \times \frac{\text{School days from July 1 to December 31}}{\text{School days from January 1 to December 31.}}$$

Since the policy does not contain a funding mechanism, the level of the financial reserve represents a target for the district, which increases each year due to the growth in the operating budget and the property tax levy. The table below shows an increasing financial reserve target:

TABLE 1
School Operations Fund
Comparison of Financial Reserve Target to Available ResourcesUnder Current Policy (in millions)

Description	1994	1993	1992
Financial Reserve Target	$152.2	$149.0	$132.2
Available Resources	82.8	78.3	90.6
Funding Deficiency Per Policy	$ 69.4	$ 70.7	$ 41.6

Table 1 is an excerpt from the FY96 Proposed Budget document found on page 164.

3. The district has maintained a strong financial position. At the close of FY94, its financial reserves were $82.8 million. To increase the financial reserves above current levels requires budget cuts so that unexpended revenues may be accumulated in the fund balance accounts. Under current school finance legislation unexpended revenues will result in the loss of state aids and will lead to a permanent reduction in the revenue caps. This will mean a loss in the operating revenues for the district. Therefore, it is impractical for the district to cut its budget and lose state aids to achieve the financial reserve target. A new financial reserve policy is needed**.**

4. The advisory committee cited two significant changes that have occurred since the current policy was adopted in 1982. First, the payment dates for state aid have been delayed further into the fiscal year and, second, the policy of using interim financing for operations has become an acceptable approach for local governmental entities, including school districts. The advisory committee believes that the current policy should be replaced with a policy that allows the Board flexibility in the use of fund balance amounts when the use is combined with the ability and intent for interim financing to support the operating needs of the district.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the Board Goal of Fiscal Responsibility to manage the district's finances in a fiscally prudent manner.

Statute, Board Policy or Rule Statement

6. The recommendation will replace policy DBJA with the following new policies, effective as of July 1, 1995:

•Operating Reserve Policy:

The level of the operating reserve shall be set at 0.35% of the School Operations Fund and approved by the Board with the adoption of annual budget.

•Unreserved Fund Balance Policy:

Use of the unreserved fund balance shall require a two-thirds majority vote of the Board and shall not impair interim financing (cashflow borrowing) arrangements. The Board will continue to advance fund the first six months of the subsequent fiscal year's property taxes.

Fiscal Impact Statement

7. Adoption of the new unreserved fund balance policy does not require the use of resources. Adoption of the new operating reserve policy will result, in future years, in an operating reserve that increases in proportion to the total budget for the School Operations Fund.

Implementation and Assessment Plan

8. The new unreserved fund balance and operating reserve policies would be effective as of July 1, 1995.

Superintendent's Recommendation

That the Board replace policy DBJA with the following new policies, effective as of July 1, 1995:

- Operating Reserve Policy:

The level of the operating reserve shall be set at 0.35% of the School Operations Fund and approved by the Board with the adoption of annual budget.

- Unreserved Fund Balance Policy:

Use of the unreserved fund balance shall require a two-thirds majority vote of the Board and shall not impair interim financing (cashflow borrowing) arrangements. The Board will continue to advance fund the first six months of the subsequent fiscal year's property taxes.

Director Small moved adoption of the new policies.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—Director Todd—1.

* * * * *

(Item 2) Action on a Request for Authorization to Prepay Lease Improvements for Various Leases and Approval of a Fund Transfer for This Purpose

Administration's Analysis

1. At its meeting of July 14, 1995 (Proc., pp. 147-150), the Board approved the leases for the following locations:

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

b. The former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a cost of $90,537.

c. The property at 4807 South Second Street to house Kilmer South at a cost of $552,600.

2. In each of the above cases the cost of the lease includes an amount for the amortization of leasehold improvements. For locations (b) and (c), the cost of the lease also includes interest charges related to the amortization of leasehold improvements.

3. The lease contracts for (b) and (c) provide the district with the option to prepay the cost of the leasehold improvements, thereby saving interest expense over the ten year term of the leases. The table below shows the district can save $664,540 in interest expense by exercising its options to prepay the leasehold improvements. In addition to this economic benefit, the district receives the budgetary benefit of reducing its annual operating expenses by $170,884 due to the reduction in annual rent payments.

	Annual Gross Rent	Leasehold Improve-ment	Annual Savings After Payment	Savings Over 10 Years	Annual Rent After Prepayment
Kilmer South	$552,600	$916,500	$149,767	$1,497,670	$402,833
New School	$90,537	$127,800	$21,117	$211,170	$69,420
Total	$643,137	$1,044,300	$170,884	$1,708,840	$472,253
Leasehold Improvements				($1,044,300)	
Interest Savings				$664,540	

4. As shown in the table, the one time cost of prepaying the leasehold improvement is $1,044,300, which will generate savings of $1,708,840 over the ten year term of the leases.

5. Due to the overfunded position of the Milwaukee Employees' Retirement System, the district's employer contribution for FY 96 is being reduced by approximately $1,183,000, thereby creating a surplus in this account for FY 96.

Strategic Plan Compatibility Statement

6. The recommendation is consistent with the Board Goal of Fiscal Responsibility to manage the district's finances in a fiscally prudent manner.

Statute, Board Policy or Rule Statement

7. Fund transfers over $100,000 require Board approval, Policy DBK.

Fiscal Impact Statement

8. An amount of $1,044,300 will be transferred from the city pension contribution account to the appropriate operating lease accounts.

Implementation and Assessment Plan

9. Leasehold improvements for locations (b) and (c) will be prepaid, eliminating $664,540 in interest charges over a ten-year period, and reducing annual operating expenses by $170,884.

Superintendent's Recommendations

1. That the Board authorize the exercise of the prepayment option.

2. That the Board approve a fund transfer in the amount of $1,044,300.

Director Gardner moved that approval of the prepayment for proposed lease improvements be deferred for consideration to the Board meeting of October 25, 1995, provided that the following information has been made available to all Board directors and the general public no later than 5:00 PM on October 23, 1995:

1) complete budgets and contractual specifications for all proposed lease improvements;

2) complete calculations of the cost per student per year for currently owned MPS facilities, including a complete list and itemization on which those costs are based; and

3) a comparative calculation of the cost per student per year for each of the currently leased facilities with and without prepayment.

Without objection, President Bills requested division of the question, so that each site would be voted on separately.

With respect to the Demmer site, the motion to defer consideration prevailed, the vote being as follows:

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

Noes—None.

With respect to the Kilmer site, the motion to defer consideration failed, the vote being as follows:

Ayes—Directors Gardner, Sinicki and Todd—3.

Noes—Directors Fisher, O'Neil, Small and President Bills—4.

Director Fisher moved to give the administration the authority to prepay improvements at the Kilmer site and to transfer the funds as outlined in the item.

The motion prevailed, the vote being as follows:

Ayes—Fisher, O'Neil, Small and President Bills—4.

Noes—Directors Gardner, Sinicki and Todd—3.

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(Item 3) Approval of the Fritsche Middle School Decentralization Project

Administration's Analysis

1. Over the past few years, Fritsche Middle School has received numerous recognitions for the quality and innovation of its programs, including:

- *PTSA School of the Year* for three of the last four years
- *Telethesis Award* from Alverno College
- *Racial Justice Award* from the Greater Milwaukee YMCA
- *Wisconsin Blue Ribbon School of Excellence*

Through school based management, Fritsche Middle School has moved above the status quo and is a finalist for the U.S. Department of Education's *Blue Ribbon Secondary School of Excellence Award* for the 1995-96 school year. Fritsche has implemented the following innovations:

-- Nationally recognized peer mediation program
-- Nationally recognized school effectiveness plan
-- Total Quality Management (TQM) in Education
-- Comprehensive curriculum reform in all major subject areas
-- "Copernican" style block scheduling
-- Enterprise computer technology networking pilot site
-- Global studies telecommunication program

-- LEAP alternative school-within-a-school program

2. The staff, parents and community of Fritsche Middle School would now like to take the next step in decentralization leading to increased school autonomy and shared decision making.

3. This means the school will be the center of all educational and personnel decisions. All personnel in the building would be responsible and accountable for the education of all students. The principal would be held accountable, not only to the staff, but to the parents and the community, and would be evaluated by those customers. The principal would be hired and/or non-renewed or transferred through this process.

4. A survey of the staff indicated that the plan is supported by 80% of the current staff members. The PTSA Board unanimously supported the plan and a survey of the 250 parents and community members who attended the Fritsche open house on September 20, 1995, indicated a 98% approval of the plan.

Strategic Plan Compatibility Statement

5. The concepts of decentralized funding for schools, of having the principal held accountable to the school community, and of having the funding follow the child when a student is moved to another school are supported by the Board's strategic plan.

The information learned from this initiative will be useful as the district moves towards greater decentralization.

Statute, Board Policy or Rule Statement

6. Fritsche is not asking for waivers from state statutes or Board policies at this time. Memorandums of Understanding will need to be negotiated with various unions regarding personnel issues.

Fiscal Impact Statement

7. Fritsche has designed a plan that is similar to Hi-Mount Elementary School. They are requesting funding at 71% of the district-wide per pupil level, which is the same rate the LEAP alternative program currently receives.

Implementation and Assessment Plan

8. Payroll would remain a centralized function and the Department of Finance would continue to provide budget support.

9. The Department of Human Resources would develop a pool of candidates and screen applicants that could be made available to fill vacancies at the school. Any contractual deviations from the staffing provisions would need to be negotiated with the appropriate union.

10. The Department of Human Resources would continue to monitor, administer, and purchase all insurances (i.e. property, casualty,) and benefits for staff members, although the average cost of the benefit package per employee would reside in the local school budget.

11. Transportation would remain under the Department of Parent and Student Services; however, if the school can save money on transportation, the school would retain the benefits.

12. The Division of Student Services would continue to assign students. All students assigned to Fritsche would be funded at 71% of the district-wide per pupil level, which will require the school to be responsible for teacher salaries and benefits, supplies and equipment.

However, if Fritsche Middle School is unable to meet the educational needs of a student, the per pupil funding would follow the child to the new placement. For example, if the M-Team recommended placement in a program in another school, or if a student needed an alternative school placement or had to be transferred for a serious infringement of the discipline policy, the money would follow the student.

13. Data processing services will continue under Central Services, although Fritsche plans to move toward local autonomy in this area.

14. Fritsche would continue to utilize Purchasing Services.

15. Accountability for the dollars would shift to the school. The school would be held to the same accountability measures as the rest of the district. As a decentralized school, the school will gain more discretionary power over its funds. Budgetary decisions will improve school performance by providing greater flexibility in the use of resources at the school level, so that the school can better meet the needs of the students.

The school will hold itself responsible for increases over the next three years in the MPS accountability measures, i.e. the Grade 8 Wisconsin Student Assessment System, Grade 7 Writing Sample, Grade Point Average, Promotions, and Attendance/Reduction of Truancy.

Superintendent's Recommendation

That the Board approve the Fritsche Decentralization Project (similar to the Hi-Mount model) to begin in Fall, 1996, with funding to be at 71% of the district-wide per pupil level.

Director Sinicki moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

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(Item 4) Informational Report on Child Care/Day Care

On August 31, 1994, the School Board adopted a policy whereas "the Board shall provide facilities for after school child care programs by contracting with private licensed child care providers or MPS Recreation Division at the request of the principal and/or the community". The Board requested that a progress report be brought to them in October of 1995.

PROGRESS ON ACTIONS TO DATE:

In October 1994, a letter was sent from the Recreation Division to all elementary school principals explaining the Board policy. Also, a principal survey and parent survey were sent to solicit the need for child care at specific schools.

In November 1994, 29 elementary schools decided after reviewing parent surveys and community needs, to explore the possibility of contracting with a private licensed child care provider.

On December 15, 1994, a legal notice was released requesting proposals from private day care providers located within Milwaukee County who were interested in entering into a program contract with the district to provide child care at various elementary schools. Proposals from nine private day care providers were received by the due date of January 30, 1995.

In February 1995, elementary schools were sent copies of a sample contract, the request for proposal, a ranking system and a copy of the proposal from each child care provider interested in contracting with them. The principals chose the provider they felt was best suited to deliver child care to their school. Child care providers and interested elementary schools worked together through the licensing process and contract provisions with support from the Recreation Division and Insurance and Risk Management. Promotion of the child care program and registration information were provided to the parents prior to the end of the school year and during the summer.

As of September 1996, five schools have contracted with private child care providers. (Grantosa/YMCA, Clarke/VE Carter, Urban Waldorf/VE Carter, Elm/YMCA, Maryland/YMCA)

The Recreation Division is currently working with Zablocki and Manitoba in providing an after school "Kids Club" program, Monday through Friday from 2:30-6:00 PM.

Thoreau, with assistance from the Recreation Division, is offering Camp Thoreau for their students on a year-round basis, Monday through Friday from 7:00 AM until school begins and from the end of school until 6:00 PM.

Congress school is in the process of developing a before and after school program similar to Camp Thoreau.

Child care is being provided to eleven additional schools by having the child care provider transport the children from their school to the provider's private facility. (Carleton, Cooper, Emerson, Fairview, Fernwood, Gaenslen, Garland, Goodrich, Lowell, Maple Tree, Victory)

BARRIERS TO ESTABLISHING CHILD CARE PROGRAMS:

The following barriers have prevented child care providers from contracting with interested schools:

a) Six of the child care providers did not meet the school district's insurance standards which prevented six schools from starting programs. (Silver Spring, Carleton, Curtin, Fairview, MacDowell, Kagel)

b) Fourteen schools did not have the minimum of 12-15 registrations to warrant a program even though the parent interest surveys had shown a much greater initial response. (Auer, Dover, Emerson, Fernwood, Forest Home, Gaenslen, Garland, Goodrich, Happy Hill, Lowell, Maple Tree, 95th, 37th, Victory)

c) Two schools had space problems. (Cooper, Greenfield)

d) Two schools changed administrators during the process and wanted to wait until the 1996-97 school year. (Garfield, Starms Discovery Learning Center, formerly Multilingual/Multicultural)

e) One school had no providers interested in offering services to them. (Palmer)

PLANS FOR CONTINUING EFFORTS:

The Recreation Division will continue to work with schools interested in providing before and/or after school child care for their students and provide information on the various child care options available to schools and parents.

The Recreation Division will continue to monitor the recent proposal drafted by the joint legislative council's Special Committee on Child Care Economics which authorizes the payment of state transportation aid to school districts which transport pupils between school and a day care program or other child care provider in lieu of transporting the pupil between school and home.

The proposal also states that the amount of state transportation aid provided may not exceed the amount which the school district would normally receive for transporting the child between the child's residence and school assigned. This proposal could have a definite impact on child care opportunities for parents.

The Recreation Division will monitor the records that the Board had requested the child care providers to keep:

a) Recruitment efforts
b) Demographic and economic information of applicants and participants.
c) Referrals for third party financial support for applicants and participants.

This information will be brought to the Board in February 1996.

* * * * *

(Item 5) Approval of Innovative School Proposals for Implementation in 1996-97

Administration's Analysis

1. The Innovative Schools Committee has recommended to the Superintendent that three proposals for innovative options for operating schools be implemented for the 1996-97 school year:

- Congress Extended-Year-Round School
- Milwaukee School of Languages
- Metropolitan H.S. for the Arts and Technology (METRO)

2. A summary of each of the proposals is attached. Copies of the proposals are available for review.

3. After reviewing the suggestions and recommendations made by the Innovative Schools Committee, the Superintendent is making the following recommendations.

4. **CONGRESS EXTENDED-YEAR-ROUND SCHOOL**

Major features:

– developed for current school community - approximately 530 students.
– extensive parent, community, and staff involvement.
– "Family" concept of six teachers (Kindergarten - Grade 5) for each child.
– trimester calendar, with 16 additional school days- need approximately 70% funding level to support the extra days.
– Camp Congress after-school program with academic and recreational activities.
– School to Work with extended field trips.
– National Beta Club - an academic-leadership-service organization.

Decision of Innovative Schools Committee:

Unanimous support for the Superintendent to forward this proposal to the Board with a recommendation for approval.

Administration's Recommendation:

That the Board approve the implementation of the Congress Extended-Year-Round School to begin in Fall, 1996, with funding to be set at approximately 70% of the per pupil cost, and with the understanding that memorandums of understanding must be developed with appropriate unions.

5. **MILWAUKEE SCHOOL OF LANGUAGES**

Major features:

– a parent-initiated proposal, with strong support from parents, staff, and students of the language immersions schools.
– the current middle school immersion program would offer approximately 130 seats for 9th grade students in 1996-97; phasing in each grade until the school includes grades 6-12.
– offers continuation of the 8-10 years of language immersion that students currently have when completing 8th grade.
– meets a need that is not currently available in the MPS high school foreign language program, where courses do not extend high enough for immersion students.
– would offer advanced content area classes in the second language, such as literature, social studies, math and science.

– would allow the development of a School-To-Work program which matches the language skills of the students with career opportunities.
– would continue the partial immersion program, so students can continue to enter at grade 6 as well as at grade 9.

Decision of Innovative Schools Committee:

The Innovative Schools Committee supports implementation of the proposal, beginning with the 1996-97 school year, because of the strong commitment of parents and staff. Although the support for the plan was unanimous, some concerns were expressed about the impact of using seats at Wright Multi-Language School for high school students. The program would displace approximately 90 neighborhood middle school students, although some of these students might choose to enroll at Wright and participate in the partial immersion program.

Administration's Recommendation:

That the Board approve the implementation of the Milwaukee School of Languages to begin in Fall 1996, with funding to be within the school's FY97 approved budget, and with the understanding that memorandums of understanding must be developed with appropriate unions. The high school portion of the program would operate within the average high school per pupil allocation, with one-time start-up costs of approximately $56,590 for 10 inservice days, books, and supplies. The Wright Multi-Language facility will be sufficient for one or two years, during which time the district will need to review the best placement of this program, with consideration given to a school-within-a-school at a nearby high school, such as Marshall High School.

6. **METROPOLITAN H.S. FOR THE ARTS AND TECHNOLOGY (METRO)**

Major features:

– a limit of 310 students when fully operational.
– a "Paideia" approach, with didactic instruction, coaching, and Socratic seminars.
– a focus on creating a school community where nonviolence, mutual respect, democratic discussion, and conflict resolution are fundamental.
– a well-thought out curriculum that is multicultural, integrated, and rigorous. The curriculum includes seven portfolios required for graduation. They are:
    1. Science and math
    2. U.S. and world studies, including economics, geography, history.
    3. Literature, language, foreign language, communication, and autobiography.
    4. Fine arts and music.
    5. Technology and computers.
    6. Community service and internship.
    7. Kinesthetic development (physical activity).
– technology components in all classrooms, including access to internet and cable TV.
– an IBM and a Macintosh computer lab; laptop computers for checkout use.

The school would operate within the average high school per pupil allocation, with one-time start-up costs of approximately $150,285 for 10 inservice days, books, supplies, and computer technology.

Decision of Innovative Schools Committee:

There was much support from the committee for this very well-developed proposal, but there were concerns about locating an appropriate site for a small high school.

Administration's Recommendation:

That the Metropolitan H.S. for the Arts and Technology (METRO) begin with approximately four to six classrooms within an existing MPS school.

Strategic Plan Compatibility Statement

7. District-wide support for the development and implementation of innovative schools supports the Board goals and is supported by the Board's strategic plan.

Statute, Board Policy or Rule Statement

8. This action will require several memorandums of understanding with various unions. The administration and the MTEA are working together to address the issues. In addition, approval of Congress will require a waiver from the grade organization included in the current facilities master plan.

Fiscal Impact Statement

9. The proposed calendar for Congress School extends the school year by 16 days. An analysis of the budget for Congress indicates that funding at a level of approximately 70% of the cost per pupil would be sufficient to cover the extra days. There would be a one-time cost of approximately $96,000 for 10 inservice days. Air conditioning is an optional consideration. The estimated cost for air conditioning is approximately $600,000; a more precise figure will be available after engineering studies are completed. If the school makes a significant effort to recruit students from the Congress neighborhood, transportation costs would be reduced, and those savings could be reallocated to fund the air conditioning. Board approval would be needed for the expenditure for air conditioning.

10. The Milwaukee School of Languages would be implemented within the school's FY97 approved budget, with the high school portion of the program operating within the average high school per pupil allocation. One-time start-up costs would be approximately $56,590 for 10 inservice days, books, and supplies.

11. The Metropolitan H.S. for the Arts and Technology (METRO) would operate within the average high school per pupil allocation, with one-time start-up costs of approximately $150,285 for 10 inservice days, books, supplies, and computer technology. Additional costs will be incurred, depending on where the school is located, for renovation of the site. These costs would be held to a minimum.

Implementation and Assessment Plan

12. The MPS accountability measures will be used to measure student achievement, along with portfolio assessments and assessments of components unique to each program.

Superintendent's Recommendations

1. That the Board approve the implementation of the **Congress Extended-Year-Round** School to begin in Fall, 1996, with funding to be at approximately 70% of the district per pupil cost, and that the Board approve reallocation of funds for air conditioning as described in the fiscal impact statement above.

2. That the Board approve the implementation of the **Milwaukee School of Languages** to begin in Fall, 1996, with the understanding that the portion of the MPS Facilities Master Plan relating to grade structure must be waived to allow expansion over the next four years to include the high school grades.

3. That the Board approve the implementation of **Metropolitan H.S. for the Arts and Technology (METRO)** to begin in Fall, 1996 with approximately four to six classrooms within an existing MPS school.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

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(Item 6) Informational Report on the City's Action Affecting COLA

BACKGROUND

The Common Council of the City of Milwaukee passed several amendments to the City of Milwaukee Employees' Retirement System (ERS) in July 1995, which changed certain benefits and funding provisions. These changes are as follows:

(a) **Investments**: ERS Board was authorized to invest up to 70% of assets of the ERS fund in common stocks. This change was recommended by the fund's actuary, the Wyatt Company, and ERS' consultant, Asset Strategy Consulting.

(b) **Actuarial Funding Method:** The actuarial method used to develop certain contributions was changed from the Aggregate Method to Projected Unit Credit Method effective with the January 1, 1995, actuarial report, which is the basis of the contribution MPS will make January 1996. This was recommended by the fund's actuary, the Wyatt Company. This change has been estimated to reduce total ERS actuarial liabilities by $509.7 million.

(c) "**Catch-up"/Cost of Living Allowance (COLA):** Certain current retirees and survivors will receive, starting January 1, 1996, a "catch-up" benefit adjustment, designed to offset a portion of inflation occurring since their retirement date. In addition, after eight (8) years in retirement, a COLA adjustment of up to 2% will be made each year in the retirement benefit so long as assets are sufficient. These benefits will be paid from a Retired Life Account to which a share of ERS Retirement Fund assets have been allocated based on an agreed upon formula. The purpose of this separate account is to shield the property tax rate from any future exposure to costs associated with COLA for these existing retirees. The COLA will only be granted to the extent that the Retired Life Account earnings can support it. The estimated present value cost of the enhanced benefits is between $119 million and $121 million.

The change in the actuarial funding method to Projected Unit Credit will reduce the MPS contribution commencing with its 1996 contribution as follows. It should be noted that this reduction is only in the contribution to the Retirement Fund of ERS which in effect creates a contribution "holiday" for the foreseeable future which has been estimated to be 39 years. This "holiday" is an estimate and is affected by factors such as changes in benefits. The following shows the contribution made by MPS to ERS in calendar years 1993 - 1996.

Calendar Year:	**1993**	**1994**	**1995**	**1996**
5.5% Employee Share	$4,383,657	$4,606,818	$4,555,825	$4,700,000 est. (1)
Duty Disability	$ 42,875	$incl.below	$ 152,015	$ 284,071
Retirement Fund	$3,363,845	$ 884,910	$1,204,549	**$ 0**
Office Expenses & Investment Mgmt. Fees	$1,521,043	$1,484,749	$1,431,306	$1,431,000 est. (1)
TOTAL MPS CONTRIBUTION	**$9,311,420**	**$6,976,477**	**$7,343,695**	**$6,415,071**

(1) estimates are provided for calendar year 1996

The allocation of contributions and the contribution "holiday" under ERS continues to be done based on a percentage of pay method and applies to each covered agency in the General City category irrespective of the agency's experience. MPS is included in the General City category.

In light of the enhanced benefits (i.e. "Catch-up"/COLA) which certain existing MPS retirees will be receiving effective January 1, 1996, the Board will need to evaluate the continuation of the existing supplementation to these eligible individuals. (Note that the Board approved this supplementation in 1975 which covers MPS employees who retired on or before December 31, 1973, and was approved and provided by the Board in perpetuity. Only certain City agencies such as MPS and the City are providing supplementation benefits.) It is the administration's understanding that it was intended that these supplementation benefits are to be replaced by the enhanced benefits to be paid by ERS commencing January 1, 1996. Currently MPS is paying approximately $60,000 per year in supplementation benefits.

The enhanced benefits which will commence January 1, 1996, are not available to all MPS retirees. Those retirees who retired early, were deferred vested, or disability retirements will not receive the enhanced

benefits. There are currently a number of retirees receiving the MPS supplementation who are not eligible to receive the enhanced benefits. The costs are as follows:

	NUMBER MPS RETIREES SUPPLEMENTATION	**CURRENT ANNUAL MPS**
Retirees eligible for enhanced benefits	104	$ 49,245 per year
Retirees not eligible for enhanced benefits	33	$ 10,755 per year
TOTAL	**137**	**$ 60,000 per year**

FISCAL IMPACT

The contribution "holiday" will result in a $1,183,000 reduction in the Board's budget in Fiscal Year 1996. The "holiday" is projected to continue for the foreseeable future estimated to be 39 years barring any reduction due to changes in benefits, etc.

* * * * *

(Item 7) Communication from Delores Snieg Regarding COLA Benefits for Retired Classified Employees

Communication

1. At its meeting on July 26, 1995, the Board referred a communication from Delores Snieg to the Committee of the Whole. Ms. Snieg is requesting that the Board consider providing a cost of living adjustment for MPS classified retirees.

2. The communication is being presented at this time, since information has now become available regarding the City's action regarding a COLA for employees covered by its retirement system.

Recommendation

That hearing be given to Delores Snieg and other interested parties.

* * * * *

(Item 8) Report on the Proposed Transfer of Workers' Compensation from the City to the District

On May 24, 1995, the MPS Department of Human Resources was notified by the City's Employee Relations Director of the City's proposal to eliminate workers' compensation claims administration services to MPS, effective January 1, 1996.

At the request of the Board, the administration met with representatives of the City on September 18, 1995, to resolve the City's proposal to terminate services to MPS. As a result of this meeting, the parties have agreed that the proposal to transfer workers' compensation claims to MPS will be withdrawn. This resolves the matter and no further Board action is required.

* * * * *

(Item 9) Authorization to Expend Funds for Criminal Background Checks

Administration's Analysis

1. At its meeting on April 20, 1995, the Board reviewed and approved an implementation plan for conducting criminal background checks on current employees. The plan requires a one-time criminal background check to be conducted on all MPS employees, including part-time and full-time, hired prior to September 1, 1993.

2. The Board's action also authorized the Superintendent to transfer $128,000 from surplus FY95 funds to implement the plan. The expenditure of $100,000 was approved on a not-to-exceed basis and was to be held in a special fund pending the outcome of the RFP (Request For Proposals) process.

3. Now that the RFP process has been completed, authorization is being sought to release the funds so that a contract can be let for the required services. The Board item presented to the Board on April 20, 1995, had anticipated that the cost of the consultant would be approximately $100,000 and, therefore, would require Board approval for letting the contract. Since the amount of the contract is less than $25,000, pursuant to Board policy, the administration can award the contract without Board approval.

4. A vendor has been selected who has committed to using a minority female independent contractor to do as much of this work as she can handle within the established time constraints. In most cases, this will probably be 50-100% of the work during any given time period.

5. The amount of $28,000 was appropriated to cover the costs of processing the records checks through the Department of Justice. As of October 1, 1995, the cost of these checks has increased from $2.00 to $5.00 per name. This increase in cost will significantly exceed the $28,000 allocation. Therefore, the administration would like to use any remaining dollars from the $100,000 to make up the additional cost for processing records checks through the Department of Justice for present employees as well as new hires.

Strategic Plan Compatibility Statement

6. The recommendations are consistent with Board Goal #1, Student Achievement - School Climate - schools will be safe, orderly and nurturing places for students to learn; and Goal #3, Fiscal Responsibility related to cost avoidance by attempting to reduce the district's exposure to risks and liabilities.

Statute, Board Policy or Rule Statement

7. The recommendations are consistent with the implementation plan approved by the Board on April 20, 1995.

Fiscal Impact Statement

8. The costs associated with this contract are now estimated to be less than $25,000 based on a very favorable response to the RFP process and our preliminary experience with the number of records reported on the first group of employees. However, since commencing this project, there has been an increase in the state's charge for providing the initial screening for criminal records. As of October 1, 1995, The Wisconsin Department of Justice has increased the price of initial criminal records checks from $2.00 to $5.00 per name. This will result in a significant increase in the money needed to process records checks for all our employees and new hires.

Implementation and Assessment Plan

9. The implementation plan was approved by the Board on April 20, 1995, and is being followed by the administration.

Superintendent's Recommendation

1. That the Board authorize the release of the $100,000 from the special fund that has been designated for contracting with a consultant to assist with criminal records retrieval. Less than $25,000 will be used for this purpose.

2. That the Board authorize the administration to use the remaining money to cover the increased costs of processing these records checks through the Wisconsin Department of Justice.

Director Sinicki moved to authorize the release of the $100,000 from the special fund that has been designated for contracting with a consultant to assist with criminal records retrieval and to authorize the administration to use the remaining dollars for processing record checks.

The motion prevailed, the vote being as follows:

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

Noes—None.

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(Item 10) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; and Report on Administrative and School Fund Transfers

Superintendent's Recommendations

1. That the Board approve the following contracts:

PHASE III ADA COMPLIANCE WORK—BID PACKAGE 7
Division 1—Stuart School
Lupinski, Inc., low bidder, base bid of $51,337

Division 2—Parkview School
William Sackerson Construction Co., Inc., low bidder, base bid of 195,005

Division 3—River Trail School
Lupinski, Inc., low bidder, base bid of 60,377

2. That the Board authorize the following purchase:

S-187 MACINTOSH CLASSROOM COMPUTERS (BARTON)
Apple Computer for 20 Power Macintosh 5200 student stations, 25 Apple Stylewriter printers and 5 Macintosh Powerbooks to be spread over 25 classrooms..... $53,435

SS-189 MACINTOSH CLASSROOM COMPUTERS (THIRTY-FIFTH ST)
Apple Computer for 13 Power Macintosh 5300/100 LC computers; 12 Power Macintosh 5200/75 computers with elementary resource software bundles; and 13 color stylewriter printers to be placed in various classrooms..... $69,707

SS-190 IBM CLASSROOM COMPUTERS (HAPPY HILL)
Entre Computer for 26 IBM Eduquest 45 student workstations and 14 HP printers to be placed in third through sixth grade classrooms $62,229

SS-191 MACINTOSH CLASSROOM (HAWLEY ROAD)
Apple Computer for 30 5200/LC student workstations and 16 stylewriter printers to be spread among 15 classrooms $61,800

SS-193 MACINTOSH CCC LAB (HAYES BILINGUAL)
Computer Curriculum Corporation for a 15 station Macintosh computer lab including minimal amount of hardware, all courseware, operating system, installation, support, and on-going training, at $22,479 per year for three years Total cost of the three year lease-purchase $67,436

3. That the Board accept the following Report of Revenues and Expenses, as of September 30, 1995:

A. Statement of Revenues:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$647,347,309	$0	$647,347,309	$46,511,657	$600,835,652	7.2%
Categorically Aided	71,272,090	268,066	71,540,156	1,196,448	70,343,708	1.7%
School Nutrition	24,943,898	0	24,943,898	423,010	24,520,797	1.7%
Construction	21,731,000	0	21,731,000	5,080,917	16,650,083	23.4%
Extension	6,296,113	0	6,296,113	163,197	6,132,916	2.6%

B. Statement of Expenses:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$647,347,309	$15,772,415	$663,119,724	$99,279,973	$563,839,751	15.0%
Categorically Aided	71,272,090	911,569	72,183,659	7,138,339	65,045,320	9.9%
School Nutrition	24,943,898	132,132	25,076,030	2,837,394	22,238,636	11.3%
Construction	21,731,000	6,229,775	27,960,775	14,832,028	13,128,747	53.0%
Extension	6,296,113	44,125	6,340,238	1,467,162	4,873,076	23.1%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through September 30, 1995, and payrolls through September 22, 1995.

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached. No action is required.

Director small moved to approve the Superintendent's recommendations.

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

Ayes—7; Noes—0.

* * * * *

(Item 11) 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 and Physical Therapists

2. The Superintendent recommends that the Board approve the following appointments of teachers and physical therapists, 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for September 1995, is attached. This is an informational report; no action is required.

Superintendent's Recommendation

That the Board approve the classified personnel transactions, appointments of certificated personnel and the leaves of absence as listed below.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Jacqueline Brown Starms Disc. Lrng. Ctr.	Clerk Typist I $13,251.11/yr.	09-25-95
Javier Figueroa Finance	Programmer $28,774.72/yr.	10-02-95
Pamala Fisher Parkman	Clerk Typist I $13,251.11/yr.	10-02-95
Robert Howell Vincent	Boiler Attendant Trainee $21,078.46/yr.	09-11-95
Erica Jasna Comm. Rec. & Ed. Serv.	Activity Specialist $9.97/hr.($20,737.60/yr.)	10-19-95
Crystal Malone Finance	Account Clerk I $19,304.00/yr.	10-09-95
Christopher Mattacotti	Boiler Attendant Trainee	09-11-95

Lincoln Middle	$21,078.46/yr.

Name and Assignment	Position and Salary	Date
Denise Tyson Fac. & Main.	Electrician $21.57/hr.($43,140.00/yr.)	10-03-95
Richard Wagner, Jr. Muir $21,078.46/yr.	Boiler Attendant Trainee	09-11-95
Jim Washington Edison	Boiler Attendant Trainee $21,078.46/yr.	09-11-95
Judy Zichuhr Wright	School Secretary I $19,257.33/yr.	10-02-95

PROMOTIONS

Allan Brown Fac. & Main.	School Engineer I $29,836.56/yr.	09-11-95
Lynn Egan Finance	Programmer $28,774.72/yr.	09-25-95
Bruno Gawinek Brown	School Engineer II $32,689.80/yr.	09-25-95
James Hadlock Marshall	Food Service Manager III $14,515.58/yr.	09-15-95
Susan Harling Bay View	School Secretary I $18,270.72/yr.	10-16-95
Earline Harris King $20,038.46/yr.	Building Service Helper II	09-10-95
Shonda Kelly EESSC	School Secretary I $18,270.72/yr.	10-27-95
Cassie Love Madison	Building Service Helper II $20,038.46/yr.	09-11-95
Steven Petershack Fac. & Main.	School Engineer I $26,247.00/yr.	09-11-95
Randy Rusch Washington	Boiler Attendant Trainee $21,078.46/yr.	09-11-95
Virgel Scott Palmer	Food Service Manager III $14,515.58/yr.	09-15-95
Michael Thomas Milwaukee Tech.	Building Service Helper II $20,038.46/yr.	09-11-95
Roxanne Torres Marshall	School Secretary III $28,855.32/yr.	10-02-95

Name and Assignment	Position and Salary	Date
	REINSTATEMENTS	
Barbara Cechal Ex. Ed. & Supp. Serv.	School Secretary III $30,452.50/yr.	10-02-95
	RETURNS FROM LEAVE	
Michele Singleton Hawthorne	School Secretary I $19,877.11/yr.	09-07-95
	CHANGES IN STATUS	
Gretta Hicks Lincoln Middle	School Secretary I $15,157.33/yr.	09-25-95
Carla Hubbard 31st $15,157.33/yr.	School Secretary I	10-02-95
Maureen Lazarski Manitoba	Handicapped Children's Assistant $11,274.31/yr.	10-02-95
Klaus Oberhofer Alcott	Handicapped Children's Assistant $11,274.31/yr.	10-09-95
Katy Scott Sarah Scott	School Secretary I $19,257.33/yr.	09-25-95
Kimberly Stricklen EESSC	School Secretary I $19,013.02/yr.	10-16-95
Martha Vandenbusch Neeskara	Handicapped Children's Assistant $11,274.31/yr.	09-25-95

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS AND PHYSICAL THERAPISTS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(nr)	Ann-Marie G. Anderson Biology/Gen. Science	B	24,413	0	08-30-95
(r)	Kalen D. Anderson Upper Elem./Grade 6	C	28,966	1	08-30-95
(r)	Nicole R. Bastian-Romero ESL	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Lori R. Beamon Upper Elem./Grade 6	B	24,413	0	08-30-95
(r)	Sterling E. Biggers Elementary	B	24,413	0	08-30-95
(nr)	Ruth A. Briesemeister Elementary	B	24,413	0	08-30-95
(r)	Jeffrey A. Callesen Elementary	B	30,516	5	08-30-95
(r)	Amy J. Craig C. D.	BB	28,197	2	08-30-95
(r)	Lena M. Crawford Chemistry/Biology	B	24,413	0	08-30-95
(r)	Georgina K. David Upper Elementary	B	24,413	0	08-31-95
(r)	Elizabeth M. DeGroot Elementary	B	25,634	1	08-30-95
(r)	Mary A. Eichstedt Kindergarten	BB	25,634	0	09-06-95
(r)	Mary A. Emerson Art	B	24,413	0	08-30-95
(r)	Luz D. Encarnacion Kindergarten/Bilingual	B	24,413	0	08-30-95
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(r)	Marta Encarnacion Kindergarten/Bilingual	B	24,413	0	08-30-95
(nr)	Christine A. Gallina Kindergarten	B	32,958	7	08-30-95
(r)	Eduardo M. Galvan Kindergarten/Bilingual	B	24,413	0	08-30-95
(r)	Joseph G. Gauthier Dance	B	25,634	1	08-30-95
(r)	Kari A. Hauser C. D.	BB	25,634	0	09-01-95
(r)	Suzanne M. Heinert Kindergarten	B	24,413	0	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Margaret Heredia-Peltz Upper Elem./Bilingual	B	24,413	0	08-30-95
(r)	Suzanne M. Hurst Elementary	B	25,634	1	08-30-95
(r)(b)	Elterine Jankowski-Biggers Music	E	50,563 (+ $100 Longevity)	20	08-30-95
(r)	Kevin D. Johnikin E. D.	B	24,413	0	08-30-95
(nr)(a)	Christina M. Koneazny Elementary	B	28,075	2.9	08-30-95
(nr)	Ellen L. Latorraca ESL	C	27,587	3.5	08-30-95
(nr)	Mark L. Leoni Upper Elementary	B	24,413	0	08-30-95
(r)	Marcus J. Loppnow E. D.	B	24,413	0	08-30-95
(nr)	Kathleen R. Lotz Art	B	25,634	1	08-31-95
(nr)	Griselda Macedo Upper Elem./Bilingual	B	24,413	0	08-30-95
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(nr)	Monica J. Macholl Music	B	24,413	0	08-30-95
(r)(a)	Rose M. Martin Elementary	B	26,854	2	08-30-95
(nr)	Rhonda K. May Elementary	B	25,634	1	08-30-95
(r)	Michelle D. Morris Upper Elem./English	B	25,634	1	08-30-95
(nr)	Amy C. Mrochinski Kindergarten	B	24,413	0	08-30-95
(r)	Deborah A. Paniagua Ind. Arts/Computers	B	24,413	0	09-05-95
(nr)	Garett L. Parworth Grade 5	B	25,634	1	09-06-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Cynthnia J. Pierson Elementary	B	24,413	0	08-30-95
(r)	Angie R. Powell C. D.	B	24,413	0	08-30-95
(r)	Cheryl A. Reinke Elementary	B	24,413	0	08-30-95
(r)	Eric Z. Rian Elementary	B	24,413	0	08-30-95
(r)	Tracy A. Robarge Elementary	B	24,413	0	08-30-95
(r)	Antonio Rodriguez Science/Bilingual	B	24,413	0	08-30-95
(r)	Ector M. Rodriguez Music/Bilingual	B	25,634	1	09-01-95
(r)	James W. Ross Upper Elementary	B	24,413	0	08-30-95
(r)	Julieta Saavedra-Rivera Kindergarten/Bilingual	B	24,413	0	08-30-95
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(r)	Christine M. Schulz Kindergarten/4-5 Yr.	B	24,413	0	08-30-95
(r)(a)	Mary Jo Shapiro Upper Elementary	BB	26,915	1	08-30-95
(nr)	Jeffrey A. Shorer Biology/BF Science	C	27,587	0	08-30-95
(nr)	Kathleen Slaybaugh-Pyatt L. D.	C	34,483	5	08-30-95
(r)	Jennifer L. Smith Art	B	24,413	0	08-30-95
(nr)	Rene L. Sonnemann Reading/Social Studies	B	26,854	2	08-30-95
(r)	Jane E. Suminski Elementary	B	24,413	0	08-30-95
(r)	Kristine M. Sutter Elementary	B	26,854	2	08-30-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	James M. Sweet Elementary	B	24,413	0	08-30-95
(nr)	Joseph K. Tilley Upper Elementary	B	24,413	0	08-30-95
(r)	Roxane L. Tjugum L. D.	B	24,413	0	08-30-95
(nr)	Stephanie D. Todd Elementary	B	29,296	4	08-30-95
(nr)	Bonnie J. Treder C. D.	B	24,413	0	08-30-95
(nr)	Lynne M. Trinkner Art	B	24,413	0	09-06-95
(nr)	Cynthia J. Volke Elementary	B	25,634	1	08-30-95
(r)	Tracy R. Wallace Art	BB	25,634	0	08-30-95
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(r)	Gretchen L. Wick ESL	B	24,413	0	08-30-95
(r)(b)	Gail A. Wos Art	B	39,061	12	08-30-95
	Effective between September 7, 1995, and September 19, 1995, inclusive:				
(r)	Jeanne M. Adair ESL	B	24,413	0	09-08-95
(nr)	Kelly R. Anderson Elementary	B	24,413	0	09-15-95
(nr)	John R. Belton Elementary	E (+ $1,000 for earned Ph.D.)	33,031	0	09-11-95
(r)	Cynthia L. Cole Elementary	B	30,516	5	09-07-95
(r)	Annette A. Craig Music	B	32,958	7	09-13-95
(r)	Mary B. Krystowiak Elementary/Grade 2	B	32,958	7	09-08-95
(r)(a)	Juan A. Lugo	B	25,634	.6	09-11-95

Upper Elem./Bilingual

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Dianne P. Pratt Librarian	B	32,958	7	09-11-95
(r)	Ada E. Rosado Spanish	B	24,413	0	09-11-95
(r)	Jean L. Schwarz Upper Elem./Grade 6	B	24,413	0	09-12-95
(r)(a)	Cagney D. Scott Science	B	26,854	2	09-13-95
(r)	Regina D. Shaw C. D.	B	24,413	0	09-18-95
(r)	Paul A. Theisen ESL	B	24,413	0	09-07-95
	Effective between September 20, 1995, and October 2, 1995, inclusive:				
(r)	Pauline Crump C. D.	B	24,413	0	09-25-95
(r)	Teresa M. Landgrebe Occupational Therapy	B	24,413	0	09-25-95
(nr)	Ann M. Wiedenbeck Occupational Therapy	B	24,413	0	09-25-95
	Effective between October 3, 1995, and October 13, 1995, inclusive:				
(r)	Barbara K. Edwards Music - Vocal	B	24,413	0	10-12-95
	Physical Therapists - Schedule 04				
	Effective between September 20, 1995, and October 2, 1995, inclusive:				
(r)	Anne M. Tessmer		31,554	0	09-25-95

(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 1996:	Present Assignment	Effective From
Mark Finne	Social Worker	September 18, 1995
Kenneth Maddox	Recreation	August 30, 1995
Ethel Spang	Sabbatical Leave	August 30, 1995
Illness Leave, to January 26, 1996:		
Mary Bluhm	Clarke	August 30, 1995
Sandra Cornelius	Congress	August 30, 1995
Maternity Leave, to January 26, 1996:		
Janis Lennon	Happy Hill	September 13, 1995
Kathelyne Dye-Wright	Day-to-Day	August 30, 1995
Maternity Leave, to June 14, 1996:		
Mary Burant	Cass	October 2, 1995
Joan Neff	Lincoln Avenue	September 18, 1995

CURTAILMENT OF LEAVE:

Ethel Spang	— Was granted a sabbatical leave from August 1995, through June 1996. Curtailed as of September 6, 1995.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Lisa L. Anco	Teacher	08-28-95
Tami A. Batayias	Teacher	08-25-95
Laurie E. Bauer	Teacher	08-29-95
Sterling E. Biggers	Teacher	09-20-95
Deborah J. Borkin	Social Worker	09-29-95
Ruth A. Briesemeister	Teacher	09-06-95
Mary F. Burns	Teacher	09-22-95
Martin Childs, Jr.	Teacher	08-31-95
Isabel M. Dixon	Teacher	09-11-95
Nadine Drobac	Teacher	09-29-95
Maria J. Glembin	Teacher	08-22-95
Reed A. Graf	Teacher	08-25-95
Julie A. Grimme	Teacher	09-20-95
Lonnie H. Harrington	Teacher	08-25-95
Julie A. Heyrman	Teacher	08-22-95

Name	Position	Effective Date
Douglas M. Hoffman	Teacher	09-15-95
William J. Itzin	Teacher	09-01-95
James V. Kaczmarek	Teacher	09-08-95
Deborah A. Klein	Teacher	10-06-95
Theresa R. Kruschke	Teacher	08-24-95
Tara L. Levendusky	Occup. Therapy	08-21-95
Cheryl L. Loeffelholz	Teacher	08-25-95
Sue A. Markert	Teacher	06-19-95
Michael J. Mueller	Teacher	08-28-95
Fred H. Muscavitch	Counselor	08-23-95
Helen A. Reed	Teacher	09-22-95
Laura Lee Rogers	Teacher	12-20-95
Lujdza S. Rufo-Valle	Teacher	08-18-95
Karlyn P. Schoenfeld	Library Spec.	08-04-95
Eric Schwarzenberger	Teacher	09-20-95
Stephanie D. Sisson	Teacher	09-14-95
Deborah F. Strong	Teacher	06-15-95
Frank A. Walls	Teacher	08-07-95
Timothy W. Wolf	Teacher	08-21-95
Donn E. Woolweber	Teacher	09-08-95

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, O'Neil, Sinicki, Small and Todd—6.

Noes—None.

Voting "Present"—President Bills—1.

President Bills requested permission to change her vote from "present" to Aye.

There being no objection, the request was granted.

* * * * *

(Item 12) Action on 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.

Superintendent's Recommendation

That the Board appoint or promote the following individuals to the classifications indicated, effective upon assignment:

5(r)	Gary Stringer	Exceptional Education Regional/ Program Administrator (Programs for Children with Speechand Language Disabilities and Early Childhood)	Schedule III, Range 11A $69,017
5(nr)	Brenda Deming	Supervisor, Employee Benefits Division of Insurance and and Risk Management	Schedule III, Range 10A $56,500
2(r)	Henryette Fisher	Alternative School Prog. Officer Division of Alternative Programs	Schedule III, Range 9A $60,410
5(r)	Sceone Eatough	Accountant I (Part-time) Department of Finance	Schedule III, Range 3A $14.76 per hour

Director, Office of Board Governance's Recommendation

That the Board appoint the following individual to the classification indicated, effective upon assignment:

*5(nr)	Katherine Miller Boyd	Auditor IV Audit Services	Schedule III, Range 8A $52,500

*This appointment is exempt from civil service provisions under the provisions of Board Rule 5.02 (3). It is also contingent upon satisfactory completion of the criminal background check and the medical examination.

_____

2 - Black r - Resident
5 - White nr - Non-resident

Director Sinicki 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 Fisher, Gardner, O'Neil, Sinicki, Small and Todd—6.

Noes—None.

Voting "Present"—President Bills—1.

* * * * *

RESOLUTIONS

By Directors Gardner and Todd:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women, racial minorities, linguistic minorities, immigrant nationalities, and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City; and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be paid a minimum of seven dollars and seventy cents ($7.70) an hour for any and all work performed directly or indirectly for MPS.

Director Gardner moved to suspend Board Rule 1.10 (1) to permit immediate consideration of the resolution.

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

Ayes—Directors Fisher, Gardner, O'Neil and Todd—4.

Noes—Directors Sinicki, Small and President Bills—3.

Referred to the Committee of the Whole.

* * * * *

By Directors Gardner and Todd:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City; and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be afforded health insurance at the same standards as MPS employees for any and all work performed directly or indirectly for MPS.

Director Gardner moved to suspend Board Rule 1.10 (1) to permit immediate consideration of the resolution.

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

Ayes—Directors Fisher, Gardner, O'Neil and Todd—4.

Noes—Directors Sinicki, Small and President Bills—3.

Referred to the Committee of the Whole.

The board adjourned at 10:15 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 23, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Gardner, Johnson, O'Neil (6:38 PM), Sinicki, Small, and President Bills—6.

Absent—Directors Fisher and Todd—2.

Vacancy on Board—1.

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

October 19, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Monday, October 23, 1995, at 6:30 PM in Room 155 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on (1) collective bargaining negotiation matters relative to the Milwaukee Teachers' Education Association, and (2) the disposition of a lawsuit in which the district is currently involved, to wit, Bufkin v. Board of School Directors.

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

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 regard to litigation in which the district is currently involved.

The Board may reconvene in open session for action on matters considered in executive session

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session for the purpose of formulating negotiations strategies with respect to collective bargaining matters and for the purpose of conferring with legal counsel regarding strategy to be adopted with regard to litigation in which the district is currently involved.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:37 PM.

The Board adjourned from executive session at 8:00 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 25, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

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

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Jason Stewart, an MPS student killed last month.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following individual for the leadership, support and assistance she has provided to the Milwaukee Public Schools over the years and for her display of excellence, achievement, and innovation that is an example of excellence to our school district and the entire Milwaukee community.

Mary E. Diez, Ph.D.
Dean of the School of Education
Alverno College

Dr. Mary Diez recently won *the Harold W. McGraw Jr. Prize in Education*, a national award, for her work in developing an effective new model for training teachers. The model has an ability-framed curriculum and outlines what a beginning, a developing, and an advanced teacher would be expected to know and do on five outcome abilities: conceptualization, diagnosis, coordination, communication, and integrative interaction. This model of learning, developed under the leadership of Dr. Diez, is considered a pioneer in its field. It is used at Alverno College in preparing individuals to become teachers. It has also led to the awarding of major grants for projects supporting educational reform and minority students from which the Milwaukee Public Schools' students and teachers have benefited.

Dr. Diez is an individual of exceptional breadth and high energy who has volunteered countless hours to the Milwaukee Public Schools providing leadership and sharing her expertise in a number of ways. Some examples are:

- Dr. Diez has chaired the Milwaukee Public Schools' Assessment Task Force composed of teams of MPS teachers and other staff. Recently, she teamed with individuals from the Council for Basic Education of Washington, D.C., and provided conceptual leadership in the development of the content standards for the K-12 teaching and learning goals and district-wide performance assessments.

- She has served as chair of the Assessment Committee for the Milwaukee Public School's School to Work initiative and currently serves on the Post-secondary Committee and the Coordinating Committee for School to Work.

- Dr. Diez served on the selection committee for the position of Performance Assessment Specialist for the Milwaukee Public Schools. She provided sound advice and counsel in defining the job description for this new position and guided the selection committee in its important work.
- Dr. Diez has been annually working with teams of Milwaukee Public Schools' middle and high school teachers from nine schools on using performance assessments in their classrooms. The project, the Assessing Learning Project, is being funded through the Joyce Foundation for a period of five years, 1993-1998, and has thus far worked with 27 teams.
- She has received a grant from the Bader Foundation to "archive" the work of the Assessing Learning Project from 1995-1998.
- Dr. Diez is working with teams of teachers in seven Milwaukee Public Schools to infuse critical thinking across the curriculum through a grant from the Fund for the Improvement of Post-secondary Education.
- She is working on a collaborative project with the University of Wisconsin-Milwaukee to assist paraprofessionals and emerging licensed teachers to become fully licensed to teach. The project is focused on primarily minority teacher candidates and is funded through the DeWitt Wallace Reader's Digest New Pathways to Teaching Careers Grant.
- Dr. Diez has been instrumental in obtaining grants from Harley Davidson, Beatrice Cheese, Superior Die-Set, and others to support minority teacher education candidates — all of whom have become Milwaukee Public Schools' teachers upon graduation.
- Dr. Diez, working in collaboration with The Milwaukee Writing Project, Carroll College, and Rethinking Schools, Ltd., has developed a grant proposal for the DeWitt Wallace Reader's Digest Students at the Center Project. The grant is currently pending and, if funded, will provide support for reform efforts at nine Milwaukee Public Schools over a period of four years.
- She is chairing a committee involving Alverno College, the University of Wisconsin-Milwaukee, Marquette University, Cardinal Stritch College, and Lakeland College, that is drafting a grant proposal for the Danforth Foundation. If funded, the program will provide support to minority liberal arts graduates to become teachers through an intensive internship.

Dr. Mary Diez is a leader and innovator in her field. She has authored over a hundred publications and presentations. She is past president of the American Association of Colleges for Teacher Education and of the Association of Independent Liberal Arts Colleges for Teacher Education. She currently serves on the Standards Drafting Committee of the Interstate New Teacher Assessment and Support Consortium, the National Board for Professional Teaching Standards, and the Board of Examiners of the National Council for the Accreditation of Teacher Education.

The Board of School Directors and the entire school community recognizes Dr. Mary E. Diez for her many accomplishments and for her outstanding and dedicated service to the students and staff of the Milwaukee Public Schools.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

October 25, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District and Milwaukee Board of School Directors by Mr. Jeffrey Reitz, attorney, on behalf of Kisha Jeanes,

a minor, and her mother, Glenda Jeanes, for injuries allegedly sustained by Kisha Jeanes at the Rufus King High School on September 3, 1993.

Claim is made in the sum of $4,900.

2. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; and Milwaukee Board of School Directors, by Mr. Jeffrey Reitz, attorney, on behalf of Alicia Raymond who allegedly sustained personal injuries while at the Auer Avenue Elementary School on January 3, 1995.

Claim is made in the sum of $400.

3. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; and, Milwaukee Board of School Directors, by Mr. Jeffrey Reitz, attorney, on behalf of Nathaniel Rockeymore who allegedly sustained injuries on the property of Fratney Elementary School on January 11, 1995.

Claim is made in the sum of $2,500.

4. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; and Milwaukee Board of School Directors by Mr. Jeffrey A. Reitz, attorney, on behalf of Megan Shanks, a minor, and her mother, Regina Shanks, for injuries allegedly sustained by Megan Shanks at the Frances Starms Early Childhood Center on September 9, 1994.

Claim is made in the sum of $4,100.

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 Sinicki, the claims were disallowed, the vote being as follows:

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

Noes—None.

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REPORTS OF STANDING COMMITTEES

Director Sinicki presented the following report for the Audit Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Acceptance of Audit Report #601—Review of Procurement of Goods and Services and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance-Audit Services. Included in the plan was an audit of Milwaukee Public Schools' (MPS) Procurement of Goods and Services.

2. The objectives of the audit were to determine (1) the adequacy of these procedures relative to the district's ability to provide equal access for all qualified vendors; and (2) compliance with district procurement policy and procedures.

3. The three primary units involved in the procurement of goods and services and ensuring equal access for all vendors are Purchasing, the Division of Facilities and Maintenance, and the Historically Underutilized Business (HUB) Office.

4. The audit report is organized into four sections that address current efforts to ensure access for all vendors to MPS purchasing opportunities:

a. ensuring equal access;
b. district use of HUBs;
c. increasing district HUB use; and
d. compliance with other policies and procedures.

5. The report includes ten recommendations that address the major findings of the audit and suggest areas in which the district may be able to further enhance its efforts to use HUBs.

6. The audit report has been attached to the minutes of your Committee's meeting of October 16, 1995. The report includes the audit recommendations, the Superintendent's response to the recommendations, and the Chief Auditor's reply to the Superintendent's response.

Committee recommendations

1. That the Board accept Audit Report #601-Procurement of Goods and Services.

2. That the Board accept the Superintendent's response to the audit recommendations.

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(Item 2) Acceptance of Audit Report #602—Review of Exceptional Education Programs and Action on the Superintendent's Response to the Audit Recommendations

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. Included in the plan was an audit, to be conducted in two phases, of the Division of Exceptional Education and Supportive Services (EESS) within the Department of Educational Services.

2. The objectives of Phase I of the audit were to report on: 1) program budget and cost issues; 2) the processes and sub-processes of the existing service model; 3) program decentralization issues; 4) the exceptional education referral process; and 5) the inclusion pilot program.

3. The Division of EESS is responsible for the implementation and monitoring of programs for students with exceptional education needs (EEN). Division operations and outputs were reviewed in order to describe and assess activities and trends within the program.

4. The audit report is organized into five sections that address Division operations and the provision of services to students with EEN. Report sections include:

a. trends in MPS Exceptional Education programs;
b. complying with state and federal mandates;
c. efficient use of staff;
d. decentralizing exceptional education; and
e. inclusion issues.

5. The report includes 14 recommendations that address major findings of the audit and suggest areas in which the Division can enhance its operations.

6. The audit report has been attached to the minutes of your Committee's meeting of October 16, 1995. The report includes the audit recommendations, the Superintendent's response to the recommendations, and the Chief Auditor's reply to the Superintendent's response.

Committee recommendations

1. That the Board accept Audit Report #602 - Review of Exceptional Education Programs.

2. That the Board accept the Superintendent's response to the audit recommendations, and that the Board Governance Office's concerns regarding the response be attached to the administration's exceptional education reform plan when it is submitted in November.

Director Sinicki moved to adopt the report of the Audit Committee.

The motion prevailed, the vote being as follows:

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

Noes—None.

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COMMITTEE OF THE WHOLE

Director Johnson moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 4 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Johnson—1.

The Board resolved itself into a Committee of the Whole at 6:50 PM.

The Board rose from the Committee of the Whole at 8:53 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 4 of the Regular Items of Business.

The Board recessed from 8:54 PM to 9:03 PM.

REGULAR ITEMS OF BUSINESS

(Item 1) Authorization to Sell a Portion of Board-Owned Property in the Vicinity of North 107th Street and West Mill Road

Note: At its meeting on September 20, 1995, the Board postponed consideration of this item until its October 25, 1995 meeting.

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.

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 for the parcel. The City Real Estate Agent has indicated that the proposed offering price is now reflective of the value of the property and would recommend approval should the Board concur. A description of the parcel is attached.

Strategic Plan Compatibility Statement

4. 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

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

Fiscal Impact Statement

6. 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

7. Upon approval by the Board, the City Real Estate Agent will prepare the appropriate sale documents and resolutions for approval by the Common Council. At the time of closing, funds will be placed into the Construction Fund.

Superintendent's Recommendations

1. That the offer from Mr. August Urbanek to purchase a 5.83 acre portion of Site #74 located in the vicinity of North 107th Street and West Mill Road at a cost of $8,000 per acre be accepted.

2. That the City Real Estate Agent by authorized to take whatever actions are necessary to execute the sale of the parcel.

Director Small moved to approve the Superintendent's recommendations.

Director Todd moved to refer the matter back to the administration for further discussions with the developer until such time as the price is in excess of $100,000 or six months from now.

Director Johnson moved to amend the motion to refer by deleting the words "until such time as the price is in excess of $100,000 or six months from now" and inserting the words "and that the administration create an RFP for prospective sale of this property and list it on the Multiple Listing Service.

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on the motion to refer as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

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(Item 2) Request to Modify BOARD POLICY ON STUDENT SUSPENSION AS IT RELATES TO THE NUMBER OF SCHOOL DAYS A STUDENT MAY BE SUSPENDED FROM SCHOOL

Administration's Analysis

1. On August 24, 1995, the state legislature amended Wisconsin State Statute 120.13 as it relates to the number of days a student may be suspended from school.

2. The Wisconsin State Statute was amended to change the maximum days of suspension from three to five school days. Under the revised statute, building administrators, with the consent of the Board of School Directors, may suspend a student for not more than <u>five</u> school days

3. Current Board policy file JGD reflects a three day suspension policy (per the state statute prior to August 24, 1995).

4. The administration is recommending that the five day suspension be used only in cases that are commensurate with the grade level and age of a student. The five day suspension would be used only when the incident is so severe that it must be referred to the Division of Parent/Student Services for a hearing. Schools would continue to suspend students for up to three days in most cases.

Strategic Plan Compatibility Statement

5. The recommended amendment to Policy JGD is consistent with the goal for school climate, "Schools will be safe, orderly and nurturing places for students to learn."

Statute, Board Policy or Rule Statement

6. Board policy JGD specifies the number of days allowable for suspension as three days. This policy needs to be amended as follows:. (Words to be deleted are crossed-through, words to be added are underlined.)

"In accordance with state statues, a student may be suspended by a school administrator for not more than ~~three~~ five school days..."

"The five day suspension should be used only when the incident is so severe that it must be referred to the Division of Parent/Student Services for a hearing."

Fiscal Impact Statement

7. If the Board adopts the Wisconsin State Statute as policy, there will be a need to inform parents of the change. There may be a cost associated with the notification.

Implementation and Assessment Plan

8. The implementation date for the five day suspension policy will be November 1, 1995.

Superintendent's Recommendation

That the Board amend its current policy as follows to reflect the maximum period of suspension from school per the amended Wisconsin State Statute 120.13, effective November 1, 1995:

"In accordance with state statues, a student may be suspended by a school administrator for not more than ~~three~~ five school days..."

"The five day suspension should be used only when the incident is so severe that it must be referred to the Division of Parent/Student Services for a hearing.

Director Gardner moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

Director Johnson requested permission to change his vote from "Aye" to "No."

There being no objection, the request was granted.

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(Item 3) Action on a Request to Approve Amendments to the FY96 Budget and to Adopt an Amended Budget Resolution for FY96 to Reduce the Property Tax Levy

Administration's Analysis

1. **School Operations Fund:** On April 19, 1995, the administration informed the Board of the potential for higher state equalization aid and a lower property tax levy for fiscal year (FY) 1996 in the School Operations Fund. The administration received notice from the Department of Public Instruction (DPI) on October 16, 1995, regarding the district's FY96 equalization aid certification and the revenue limit. The district also received information on other state revenues. As a result, the Department of Finance has reviewed its previous estimates for all revenues. The attached schedules show all revised revenue estimates for the School Operations Fund. The following information highlights the major changes.

- Equalization and integration aids are $20,424,897 greater than originally forecasted in the FY96 adopted budget. The increase in these revenues is the result of a larger state appropriation intended for both educational purposes and local property tax relief. Since the district is operating at its revenue limit, the use of these funds is primarily directed towards property tax relief.

- It must be noted that because the district attained the necessary level of FY95 expenditures, sufficient state aids were generated to not only fund the FY96 budget but also to provide for significant property tax relief.

This will lead to a reduction in the property tax levy of $17,350,048. As compared to the adopted FY96 budget, the tax rate will decline $1.26 (from $16.04 to $14.78) per $1,000 of assessed valuation. This represents a 7.9% decline in the levy. For a house assessed at $50,000, the annual tax savings would be $63.00.

School Operations Fund
Property Tax Rate FY96

FY96 Adopted Budget	FY96 Amended Budget	Reduction
$16.04	$14.78	$1.26

- The Handicapped Aids are $2,023,000 lower than had been shown in the FY96 Budget adopted by the Board on April 20, 1995. The reduction is due primarily to a decrease in the reimbursement rate for handicapped programs as follows:

Program	FY96 Adopted Budget April 20, 1995	Per DPI Letter
Exceptional Education	44%	42%
Psychologists/Social Worker	36%	35%

- The state allowed all districts in Wisconsin to increase their FY96 revenue limit by 75% of the unused FY95 revenue limit. After consideration of revised revenue estimates, this amounts to $1,676,449 in additional spendable revenues for the district. The administration recommends that these monies be allocated in the following manner:

- $600,000 expansion of five-year-old kindergarten by 300 students, and

- $1,076,449 equitable allocation of resources for elementary schools.

Strategic Plan Compatibility Statement

2. 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

3. These recommendations will increase the resources allocated to the School Operations Fund in FY96 for various operations by a total of $1,676,449 from the adopted amount of $672,291,207 to an amended amount of $673,967,656.

4. The Board resolutions concerning the FY96 School Operations 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 increased resources. These recommendations will decrease the adopted School Operations Fund levy by $17,350,048.

Implementation and Assessment Plan

5. The $1,676,449 increase in the School Operations Fund will be distributed to the recommended accounts following Board approval.

Superintendent's Recommendations

1. That the Board approve the revised FY96 revenue and expenditure plan (for expansion of five-year-old kindergarten and equitable allocation of resources for elementary schools) for the School Operations Fund.

2. That the Board adopt the FY96 School Operations 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 ~~$672,291,207~~ $673,967,656 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 1996 Fiscal Year; that $1,496,988 will be required for principal and interest payments on common school trust fund loans; and that ~~$220,286,640~~ $202,936,592 thereof 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 1995, 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.

Director Small moved to approve the Superintendent's recommendations.

Director Johnson requested division of the question.

There being no objection, the request was granted.

The question being on approval of the revised FY96 revenue and expenditure plan, Director Johnson moved that the entire $1,676,449 be used for expansion of the five-year-old all day kindergarten.

The motion failed for lack of a second.

Vice-President Johnson in the chair.

President Bills moved that the five-year-old kindergarten expansion plan be amended by inserting the words "by teachers who have early childhood licenses or Montessori certification, to the greatest extent possible."

The amendment prevailed, the vote being as follows:

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

Noes—None.

President Bills in the Chair.

The question being on approval of the revised revenue and expenditure plan as it relates to the expansion of the five-year-old kindergarten as amended, the plan was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The question being on approval of the revised revenue and expenditure plan as it relates to equitable allocation of resources for elementary schools, the plan was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Johnson and Todd—2.

The question being on adoption of the FY96 School Operations Fund budget resolution as amended above, the resolution was adopted, the vote being as follows:

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

Noes—None.

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(Item 4) Acceptance of a Report from the Administration on the Development of a Revised School Selection Process and Action to Schedule Hearings to Receive Public Input

Administration's Analysis

1. During the 1994-95 school year, the Board of School Directors approved an initiative to modify the current school selection procedures. A school selection study contract was awarded to Leabman Associates, Inc., and their report was submitted to the Board on September 13, 1995.

2. The Leabman study found that parents want the following:
   - Parents want to send their children to quality, safe neighborhood schools.
   - Parents want additional feeder patterns to be established for all levels.
   - Parents want seats to be expanded in the popular, city-wide programs.
   - Parents prefer the current system of random selection.

Strategic Plan Compatibility Statement

3. The administration plans to revise the school selection plan to reflect the findings of the Leabman study and to support the MPS educational reform and improvement plan. The administration would like public input into the revisions. Policy issues and implications for a revised school selection plan have been identified and have been transmitted to the Board under separate cover.

Statute, Board Policy or Rule Statement

4. A revised school selection plan could require modifications to several Board policies, including: School Attendance Areas, School Admissions, Student Desegregation, Student Transportation and Facilities.

Fiscal Impact Statement

5. There are fiscal implications to a number of the components under discussion. The actual fiscal impact will be presented with any recommended changes to the current school selection process.

Implementation and Assessment Plan

6. The administration will bring a recommended plan to the Board at its November 29, 1995 meeting.

Superintendent's Recommendations

1. That the Board accept the report on policy issues and implications for a revised school selection plan .

2. That the Committee on Innovation/School Reform hold public hearings on the issues raised in this report as follows:

November 1, 1995	7:00-9:00 PM	South Division High School Auditorium
November 7, 1995	7:00-9:00 PM	North Division High School Auditorium
November 8, 1995	7:00-9:00 PM	Pulaski High School Auditorium
November 9, 1995	7:00-9:00 PM	Madison High School Auditorium

Director Sinicki moved to adopt the recommendations.

Director Small moved to amend the motion to add the policy issues and implications for a revised student selection plan as introduced by President Bills.

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of the motion as amended, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

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UNFINISHED BUSINESS

Action on a Request for Authorization to Prepay Lease Improvements for the New School for Community Service (734 N. 8th St.) and Approval of a Fund Transfer for This Purpose

Administration's Analysis

1. At its meeting of July 14, 1995 (Proc., pp. 147-150), the Board approved the leases for the following locations:

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

b. The former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a cost of $90,537.

c. The property at 4807 South Second Street to house Kilmer South at a cost of $552,600.

2. In each of the above cases the cost of the lease includes an amount for the amortization of leasehold improvements. For locations (b) and (c), the cost of the lease also includes interest charges related to the amortization of leasehold improvements.

3. The lease contracts for (b) and (c) provide the district with the option to prepay the cost of the leasehold improvements, thereby saving interest expense over the ten year term of the leases. The table below shows the district can save $664,540 in interest expense by exercising its options to prepay the leasehold improvements. In addition to this economic benefit, the district receives the budgetary benefit of reducing its annual operating expenses by $170,884 due to the reduction in annual rent payments.

	Annual Gross Rent	Leasehold Improve-ment	Annual Savings After Payment	Savings Over 10 Years	Annual Rent After Prepayment
Kilmer South	$552,600	$916,500	$149,767	$1,497,670	$402,833
New School	$ 90,537	$127,800	$ 21,117	$ 211,170	$ 69,420
Total	$643,137	$1,044,300	$170,884	$1,708,840	$472,253
Leasehold Improvements				($1,044,300)	
Interest Savings				$664,540	

4. As shown in the table, the one time cost of prepaying the leasehold improvement is $1,044,300, which will generate savings of $1,708,840 over the ten year term of the leases.

5. Due to the overfunded position of the Milwaukee Employees' Retirement System, the district's employer contribution for FY 96 is being reduced by approximately $1,183,000, thereby creating a surplus in this account for FY 96.

Strategic Plan Compatibility Statement

6. The recommendation is consistent with the Board Goal of Fiscal Responsibility to manage the district's finances in a fiscally prudent manner.

7. Fund transfers over $100,000 require Board approval, Policy DBK.

Fiscal Impact Statement

8. An amount of $1,044,300 will be transferred from the city pension contribution account to the appropriate operating lease accounts.

Implementation and Assessment Plan

9. Leasehold improvements for locations (b) and (c) will be prepaid, eliminating $664,540 in interest charges over a ten-year period, and reducing annual operating expenses by $170,884.

Superintendent's Original recommendation

1. That the Board authorize the exercise of the prepayment option.

2. That the Board approve a fund transfer in the amount of $1,044,300.

Recommendation held over for consideration on October 25, 1995:

1. That the Board authorize the exercise of the prepayment option for the lease for the facility at 734 North 8th Street.

2. That the Board approve a fund transfer in the amount of $127,800.

Director Small moved to approve the recommendations held over for consideration.

The motion prevailed, the vote being as follows:

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

Noes—None.

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NEW BUSINESS

Director Fisher moved to suspend Board rule 1.02 (1) to cancel the November 22, 1995, Board meeting and to place the items on the agenda of the November 29, 1995, meeting.

The motion prevailed, the vote being as follows:

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

Noes—None.

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COMMUNICATIONS

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

Communication from Sebastian Riccobono regarding a united South Division High School.

Referred to the Committee of the Whole.

Communication from Jeri Rose regarding a change in the Lloyd Street School feeder pattern.

Referred to the Committee of the Whole.

RESOLUTIONS

By Director Sinicki:

WHEREAS, The mission of the Truancy Abatement and Burglary Suppression Program is to intervene with students who are truant, deterring them from involvement in the Criminal Justice System, to be accomplished by promoting school attendance through a collaborative team approach, involving parents, schools, law enforcement, and the Boys & Girls Clubs of Greater Milwaukee; and

WHEREAS, In 1993 the State of Wisconsin funded the TABS program as a two year pilot; and

WHEREAS, During the 1994-95 school year, the crime rate declined over 18% during school hours; and

WHEREAS, This pilot program benefited the entire City of Milwaukee and Milwaukee County; and

WHEREAS, The State of Wisconsin has eliminated funding for TABS in their budget; and

WHEREAS, The State of Wisconsin has adopted in the current budget State Statute 119.551, Milwaukee Youth Services Center, which reads: "Beginning on July 1, 1996, the Milwaukee Board of School Directors shall establish 2 youth services centers. The Board is to pay the city a sum sufficient to pay the costs of salaries and fringe benefits of 4 law enforcement officers to work on truancy abatement and burglary suppression on a full-time basis;" and

WHEREAS, The Milwaukee Public Schools is already faced with tight budget constraints; and

WHEREAS, The TABS program should be the responsibility of the Milwaukee Public School, The City of Milwaukee, and the Milwaukee County Sheriffs Dept.; now, therefore, be it

RESOLVED, That the administration negotiate an agreement with the City of Milwaukee and the County Sheriffs Dept. for joint funding of the TABS program, and be it

FURTHER RESOLVED, That 1/3 of the cost to fund TABS be included in the 1996-97 budget; and be it

FURTHER RESOLVED, If a funding agreement cannot be reached, the Board refuse to fund this additional unfunded mandate.

Director Sinicki moved to suspend Board rule 1.10 (1) in order to allow for immediate consideration of the resolution.

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

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

Noes—None.

Director Sinicki moved to adopt the resolution.

Director Johnson moved to amend the last resolved of the resolution as follows:

If a funding agreement cannot be reached, ~~the Board refuse~~ the Board seek other sources of funding prior to refusing to fund this additional unfunded mandate.

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The resolution as amended was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Small, Todd and President Bills—6.

Noes—Directors Gardner and O'Neil—2.

By Director Gardner:

WHEREAS, As of forty-eight hours before the Board meeting of October 25, 1995, the MPS Board of School Directors has still not ascertained the full and complete costs of the special election scheduled to fill a vacancy in District #6; and

WHEREAS, The special election has been forecast to cost at least eighty-eight thousand dollars ($88,000) at a time when MPS is claiming to have inadequate funds for educational programs and services; and

WHEREAS, The City Election Commissioner has informed the Board, that based on previous election returns, that elections scheduled for November and December will generate approximately eight percent (8%) voter participation; and

WHEREAS, The City Election Commissioner has informed the Board that, based on previous election returns, elections during the already scheduled primary and general elections held in February and March of 1996 are likely to generate approximately thirty-six percent (36%) voter participation; and

WHEREAS, There has been significant public outcry against the obvious misjudgment of spending significant money for elections that guarantee reduced voter participation; and

WHEREAS, The City Attorney has opined that the MPS Board of School Directors has authority to change the scheduled election dates; and

WHEREAS, The scheduling of the special election has cast doubts upon the independence and fiscal prudence of the MPS Board of School Directors; and

WHEREAS, No resident of the Sixth District testified in favor of calling a special election; now, therefore, be it

RESOLVED, That the special elections previously scheduled for a primary election, if necessary, for November 7, and a general election of December 5, be postponed to coincide with the earliest possible 1996 elections that will not cost Milwaukee tax-payers additional funds.

Director Gardner moved to suspend Board rule 1.10 (1) in order to allow for immediate consideration of the resolution.

The motion to suspend failed, the vote being as follows:

Ayes—Directors Gardner and O'Neil—2.

Noes—Directors Fisher, Johnson, Sinicki, Small, Todd and President Bills—6.

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 schools; 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 being back to the Board recommendations and plans regarding the replication of successful specialty programs in time to be considered with the FY97 budget.

Referred to the Committee of the Whole.

By Director Small:

WHEREAS, More stringent competency standards for graduation have been established for the class of '96 in the area of mathematics; and

WHEREAS, In the past, MPS has phased in new graduation competency standards, beginning with the ninth grade class; and

WHEREAS, Many students in the class of '96 have already passed the old competency tests and were told they had met the graduation requirement; and

WHEREAS, School-based support programs are only voluntary, and may not reach many students; and

WHEREAS, Under the current standards, many students may not qualify to graduate, through no fault of their own; now, therefore, be it

RESOLVED, That the Board direct the administration to report by the end of the first semester on the success or failure of support programs and on the need for possible modification of the standards for the class of '96.

Referred to the Committee of the Whole.

By Director Sinicki:

WHEREAS, The Milwaukee Public Schools continue to be faced with a space shortage; and

WHEREAS, In an effort to address the space needs in MPS, the Milwaukee Board of School Directors has approved several lease agreements; and

WHEREAS, These lease agreements were entered into without full knowledge of what was contained within these leases; and

WHEREAS, In the weeks following approval of these leases several amendments were made to the leases without the approval of the MBSD; now, therefore, be it

RESOLVED, That any future lease agreements be brought to the Board no later than six months prior to the actual "move-in" date; and be it

FURTHER RESOLVED, That the Board does not approve any future leases without having access to viewing the actual lease and having one (1) month to gather information on items contained within that lease; and be it

FURTHER RESOLVED, That all pertinent information such as owner history, construction costs, actual footage being leased, tenant history, etc., be included in the information given to the Board; and be it

FURTHER RESOLVED, That all lease amendments be brought to the Board for approval.

Referred to the Legislation, Rules and Policies Committee.

By Director Sinicki:

WHEREAS, The Milwaukee Board of School Directors supports a fair and consistent discipline policy; and

WHEREAS, The Milwaukee Board of School Directors also acknowledges the importance of regular school attendance; and

WHEREAS, The current student suspension policy (10.31) allows principals to suspend students for a full three days without regard to past school behavior or attendance; and

WHEREAS, After three days children are reinstated without a parent conference; and

WHEREAS, Suspension should be a tool to encourage the parent or guardian to hold a conference with the school principal; and

WHEREAS, A three day absence is detrimental to the learning process; now, therefore, be it,

RESOLVED, That the student suspension policy (10.31) be amended as follows:

Recognizing that the absence from classroom exposure is detrimental to the learning process, the return of any student suspended from school within the three day suspension period is to be encouraged. Therefore, school principals ~~may~~ shall permit students to return to school in fewer than three days if 1. The parent or guardian has conferred with the principal or the representative of the principal, 2. the student understands and acknowledges his/her violation of the rule or policy, and 3. the student has had a good discipline and attendance record in the past. An after school visit for students and their parents or guardian will be arrranged, when possible, if the parent or guardian is unable to visit the school during the regular school hours.

Referred to the Legislation, Rules and Policies Committee.

By Director O'Neil:

WHEREAS, The residents living in the neighborhood around Alcott School have expressed concerns regarding a lack of parking space at the school; and

WHEREAS, They have requested that a parking lot be built to accommodate school personnel; and

WHEREAS, Alcott School is not scheduled to receive a parking lot until FY 1998 at an estimated cost of $45,000; and

WHEREAS, All funds for parking lot construction in 1995-96 have been allocated; and

WHEREAS, No other funds are available in the 1995-96 budget; now, therefore, be it

RESOLVED, That the Board authorize the administration to transfer $45,000 from the contingency fund to the construction fund to complete the construction of the parking lot in the spring of 1996.

Referred to the Committee of the Whole.

By Director Gardner:

WHEREAS, The State of Wisconsin's proposed welfare reforms will have predictably enormous effects on MPS schools, children, and families; and

WHEREAS, The State of Wisconsin has not adequately or responsibly forecast or considered the cost to municipalities, counties, or school districts in formulating welfare reform legislation and proposals; and

WHEREAS, MPS has a responsibility to promote and protect the interests of its students and their families as those interests directly relate to MPS students' education; and

WHEREAS, MPS Board President Mary Bills has devoted considerable time and energy to improving Governor Thompson's Wisconsin Works welfare reform proposal by amending several provisions related to child care services; and

WHEREAS, MPS Board President Mary Bills has inspired many Wisconsin citizens, including many female legislators at all levels of government, to investigate and intervene in the formulation of currently proposed welfare reforms as they affect child care; now, therefore be it

RESOLVED, That the MPS Board of School Directors authorize President Mary Bills to represent MPS in matters of child care as they may be affected by Governor Thompson's Wisconsin Works proposals.

Referred to the Legislation, Rules and Policies Committee.

By Directors Gardner and Johnson:

WHEREAS, MPS Board Directors frequently have to exercise judgment based in part on legal requirements and implications of decisions before them; and

WHEREAS, The Milwaukee City Attorney is authorized and required to provide counsel to MPS and the MPS Board of School Directors; and

WHEREAS, The City Attorney is required to furnish legal opinions to all duly elected municipal public officials; and

WHEREAS, MPS Board Directors are duly elected municipal public officials; and

WHEREAS, Current MPS Board rules restrict the ability to request legal opinions from the City Attorney to the Director of Board Governance and the President of the Board; and

WHEREAS, Current MPS Board rules may be illegal or impossible to enforce, and are in any case inconsistent with the charge and responsibilities of the City Attorney; now, therefore be it

RESOLVED, That the MPS Board rules be changed to authorize any Director to request opinions from the City Attorney.

Referred to the Legislation, Rules and Policies Committee.

By Director Gardner:

WHEREAS, All deliberative bodies require provisions for the reconsideration, recall and new elections for elected leaders; and

WHEREAS, The MPS Board of School Directors have no current provision for changing the President or Vice President between annual organizational meetings; and

WHEREAS, Circumstances, situations, and conduct may require replacing the President, Vice President, or both officers; now, therefore, be it

RESOLVED, That the MPS Board rules be changed to permit new elections for the positions of President and Vice President upon vote by two-thirds of the members of the Board.

Referred to the Legislation, Rules and Policies Committee.

By Director Gardner:

WHEREAS, The MPS Board of School Directors has no procedures for resolving complaints against Board members; and

WHEREAS, It is prudent to have procedures in place before the Board may have occasion to adjudicate complaints against Board members; now, therefore, be it

RESOLVED, That the following procedures shall define MPS Board of School Directors' procedures for resolving complaints against Directors:

Complaints against any one or more members of the MPS Board of School Directors may be lodged by any party, at any time, with the following authorities:

- For violations of ethics, with the City of Milwaukee Ethics Board;
- For violations of election law, with the City of Milwaukee Election Commission;
- For violations of equal opportunity, discrimination, or affirmative action law or procedures, with the City of Milwaukee Equal Rights Commission; and
- For criminal violations, with the Milwaukee County District Attorney.

Parties dissatisfied with the disposition of their complaints may appeal their complaints to the following authorities:

- For violations of ethics, with the State Board of Ethics;
- For violations of election law, to the State Election Commission;

- For violations of equal opportunity, discrimination, or affirmative action law or procedures, with the State Equal Rights Division; and
- For criminal violations, with the State Attorney General.

Upon receipt of information or report from any of the above authorities that there exists probable cause, or other grounds for concern, regarding the conduct of any Board member, the Board may undertake investigation as it sees fit, and may exclude the Board member from discussions held specifically for the purpose of determining the method of investigation in executive session.

The Board may, at its discretion, conduct investigatory hearings with the Board member about whom information or report from any of the above authorities has been received. Such hearings may be conducted in executive session or in public, at the discretion of the accused. The accused may be represented by counsel, which counsel shall be chosen by the accused and compensated for no more than ten thousand dollars ($10,000.00) from MPS funds.

Nothing in these procedures shall require the Board to conduct investigations or investigatory hearings in the event that emergencies require the immediate suspension of a Director until investigations and investigatory hearings may be conducted and concluded.

In the event that the Board finds that reasonable grounds exist for the discipline or dismissal of the Board member, the Board may, as authorized by statue, implement any of the following remedies:

- Removal from any and all Board assignments, including committee, delegate, and other specific duties;
- Removal from elected Board office;
- Suspension for a period from the MPS Board of School Directors for a period of time not to exceed sixty (60) days;
- Formal vote of censure; or
- Removal of the Director from office.

In the event that the Board suspends a Director, that Director's absence may not be used as grounds for removal on grounds of unexcused absences.

In the event that the Board removes a Director, the Board shall ensure that an election to replace the Director shall take place within eighteen (18) months' of the Director's removal.

Nothing in this policy shall preclude or otherwise limit the ability of the MPS Board of School Directors to discipline, suspend, or remove a Director for any and every cause otherwise enumerated by statute or Board rules.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 10:12 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 15, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:35 PM.

Present—Directors Fisher, Gardner (6:43 PM), Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the Board meetings of October 2, 1995, October 11, 1995, and October 18, 1995, were approved, the vote being as follows:

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

Noes—None.

The minutes of all regular and special Board meetings from April 24, 1989, through September 27, 1989, were approved, the vote being as follows:

Ayes—Director O'Neil and President Bills—2.

Noes—None.

Abstaining from voting—Directors Fisher, Johnson, Sinicki, Small and Todd—5.

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel for October 13; October 17 at 9:30 AM and 12:00 Noon; October 23; October 24; October 25; and October 30, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

COMMITTEE OF THE WHOLE

Director Johnson moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 10 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:43 PM.

The Board rose from the Committee of the Whole at 11:12 PM.

Director Johnson, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 10 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Approval of a Request to Add Sixth, Seventh and Eighth Grades to MacDowell Montessori School

Administration's Analysis

1. MacDowell Montessori is requesting that approval be granted to include sixth, seventh and eighth grade students in their school beginning in the 1996 school year. The rationale is as follows:

The sixth grade would be the first phase of this expansion. The sixth grade is an essential part of the Montessori philosophy of multi-age, multi-grade groupings. There are four planes of development: 3 through 6 years (primary department), 6 through nine years (lower elementary), and nine through 12 years (upper elementary). The inclusion of grade 6 children with the existing grade 4 and 5 upper elementary groupings would allow MacDowell to implement the Montessori curriculum as it is intended, including peer role modeling and teaching.

Space for the additional grade 6 children is available because of attrition in the existing grade 4-5 classrooms. The sixth grade students would offset the effects of attrition.

A survey of the existing parents in the school suggests an overwhelming support for this expansion. There were 131 surveys returned, 124 were in favor of keeping their child at MacDowell and seven would send their children to another middle school site. The results of a MacDowell staff survey were: of the 27 certified staff 24 were in favor and 3 were opposed, of the 24 support staff 23 were in favor and 1 was opposed.

Currently there are 44 fifth grade students at MacDowell. MacDowell would have space for 24 of the children at the sixth grade level. A random selection prior to open enrollment in February would have to occur for the 24 open seats at MacDowell if more children than available seats applied to stay for grade 6.

2. The second phase of the expansion would be to allow the sixth grade students to remain at MacDowell for the 1997-98 school year as seventh graders and the following year 1998-99 MacDowell would retain eighth graders. The rational is as follows:

Grades 7 and 8 are a natural extension of the Montessori philosophy of multi-age, and multi-grade groupings. This adolescent program will further serve the academic and developmental needs of the

adolescent Montessori student in preparation for adult life through the vision, philosophy and method of Dr. Maria Montessori in conjunction with the K-12 Goals and Standards of Milwaukee Public Schools.

Grade 7 and 8 curriculum has been developed with the staff at Greenfield and MacDowell Montessori Schools during the Summer of 1995 in conjunction with the K-12 Teaching and Learning Goals.

Inclusion of the grade 7 and grade 8 program will benefit the grade 6 program because of the continuation of the middle school. Parents will be assured of a grade 7 seat. Inclusion of grade 7 and grade 8 will not reduce the number of seats in the lower grades.

Exceptional Education students will be included in the grade 7 and 8 program by allowing students who are diagnosed with exceptional education needs to continue at MacDowell . Space is available for the addition of this program because an exceptional education class was closed at MacDowell in the fall of 1995 and there is a classroom available that has been used as an activity room. In these two rooms there would be accommodations for up to 50-55 7th and 8th grade students.

3. The district presently has nine K-8 schools.

Strategic Plan Compatibility Statement

4. The inclusion of grade 7 and grade 8 students is a natural extension of the adolescent Montessori curriculum. This modification supports School Board goals related to academic achievement; i.e., K-12 teaching and learning goals, staff empowerment, parent support and involvement and student involvement and empowerment.

Statute, Board Policy or Rule Statement

5. This action requires a waiver from the grade level organization described in the Board adopted MPS Facilities Master Plan, where the approved organization is grades K-5 in the elementary schools, grades 6-8 in the middle schools and grades 9-12 in the high schools.

Fiscal Impact Statement

6. Adoption of this recommendation would require the funding of two additional teachers to be added to MacDowell's budget. One teacher would be needed for the 7th grade in the 1997-98 school year and one teacher would be needed for the 8th grade in the 1998-99 school year.

Implementation and Assessment Plan

7. The grade 6 part of this plan would be implemented in the 1996-97 school year. The grade 7 part of this plan would be implemented in the 1997-98 school year. The grade 8 part of this plan would be implemented in the 1998-99 school year. Parents whose children are in grade 5 during the 1995-96 school year, would make their selection of this grade 6 program in January and February of 1996. Parents whose children are in grade 6 during the 1996-97 school year, would make their selection of this grade 7 program in January and February of 1997. Parents whose children are in grade 7 during the 1997-98 school year, would make their selection of this grade 8 program in January and February of 1998.

8. The assessment of this plan will be made by determining whether an adequate number of grade 6 students entered the program to allow for the Montessori goals to be accomplished. The MacDowell 6, 7 and 8 grade students will be assessed by the same district measures that other grade 6, 7 and grade 8 students throughout the city take.

Superintendent’s recommendation

That the portion of the MPS Facilities Master Plan relating to grade structure be waived to allow MacDowell Montessori School to expand to grade 6 for the 1996-97 school year, to grade 7 for the 1997-98 school year and to grade 8 for the 1998-99 school year.

Director Small moved to approve the Superintendent's recommendation.

Director Johnson moved to postpone consideration until the November 29, 1995, meeting, with the administration to provide a detailed analysis as to the ability of the school to accommodate these expanded grade levels, and the immediate potential to replicate a Montessori program.

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

Ayes—Directors Johnson , O'Neil, Sinicki, Small and President Bills—5.

Noes—Directors Gardner and Todd—2.

Abstaining from voting—Director Fisher—1.

* * * * *

(Item 2) Communication from Jeri Rose Regarding a Change in the Lloyd Street School Feeder Pattern

Communication

1. At its meeting on October 25, 1995, the Board referred a communication from Jeri Rose to the Committee of the Whole. A copy of the communication is attached.

2. Ms. Rose is requesting that the Board give consideration to making a change in the Lloyd Street School Feeder pattern from the current Sarah Scott Middle School to Grand Avenue Middle School.

Recommendation

That hearing be given to Ms. Rose and other interested parties.

Director Gardner moved to postpone consideration until the November 29, 1995, meeting, with a report to be submitted from the Grand Avenue School, the principal, and the site-based management council.

Director Sinicki moved a substitute, that Grand Avenue Middle School be designated the feeder school for Lloyd Street School.

Ruled out of order.

The motion to postpone consideration prevailed, the vote being as follows:

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

Noes—Director Todd—1.

* * * * *

(Item 3) Award of Contracts for Project Architect Services for St. Thomas Aquinas Project

Administration's Analysis

1. At its meeting of April 20, 1995 (Proc., pp. 535-540), the Board adopted its budget for the 1995-96 fiscal year (FY96). Contained in the FY96 budget was the Ten-Year Capital Plan which detailed the proposed expenditures for both Preservation of Capacity and Expansion of Capacity. Included in the

Expansion of Capacity portion of the capital plan were proposed projects for purchase and renovation of the former St. Thomas Aquinas School.

2. At its meeting of September 20, 1995 (Proc., pp. 275-277), the Board authorized the purchase of the former St. Thomas Aquinas School and parish at a cost of $275,000. 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.

3. On July 7, 1995, the Division of Facilities and Maintenance Services solicited Requests For Qualifications from 23 architectural firms. Responses were received from 19 firms. After an initial review of the proposals, interviews with 6 firms were conducted to determine which firms would best serve as project architects for each project. The division worked with teachers at Riverside University High School to provide a school to work experience for architectural engineering students. The students were given an opportunity to be active participants in the interviews and architectural selection recommendations. They were involved in questioning and selecting the architects. This experience not only provided them an opportunity to be a part of a real-life example of an owner selecting an architect, but also permitted them to see numerous examples of presentations which were required to be made by the individual architectural firms during the interview process. The recommendation for consideration by the Board is a result of this process.

The project architects will be responsible for the design development, contract document preparation, and contract administration of architectural services. In addition, the firms will have an opportunity to participate in the preliminary planning phase now underway at each project, and to work with the Program Architect during the schematic design phase.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the Board goal of Fiscal Responsibility to manage the district's finances in a fiscally prudent manner.

Statute, Board Policy or Rule Statement

5. Board approval is required to enter into contracts for consultant services which are in excess of $25,000.

Fiscal Impact Statement

6. Funds have been budgeted for the cost of design services in the FY96 budget as part of the Ten-Year Capital Plan. This contract will be based on a fixed percentage fee basis and is estimated for the project as follows:

Project	Fee	Estimated Cost
St. Thomas Aquinas	6.0%	$156,000

Approval of the recommendation will result in a 100% Historically Underutilized Businesses (HUB) participation rate for the St. Thomas Aquinas project.

Implementation and Assessment Plan

7. The consultants will have an opportunity to begin immediately to monitor the preliminary planning activities for the St. Thomas Aquinas facility. Design development activities are tentatively scheduled to begin in Spring 1996, and other responsibilities will continue until completion of the project.

Superintendent’s recommendation

That the Board approve the award of contract for Project Architect Design Services for the St. Thomas Aquinas project to PACE Architects/Interior Designers at an estimated cost of $156,000.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 4) Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Wage for All MPS Employees and All Employees of All MPS Contractors

Resolution

At its meeting on October 18, 1995, the Board referred the following resolution, introduced by Directors Gardner and Todd, to the Committee of the Whole:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women, racial minorities, linguistic minorities, immigrant nationalities, and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City; and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be paid a minimum of seven dollars and seventy cents ($7.70) an hour for any and all work performed directly or indirectly for MPS.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Gardner moved that this item be referred to the administration for costing and options for implementation in the 1996-97 budget, with as much of the information as possible to be made available by the December 13, 1995, meeting.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 5) Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Health Insurance for All MPS Employees and All Employees of MPS Contractors

Resolution

At its meeting on October 18, 1995, the Board referred the following resolution, introduced by Directors Gardner and Todd, to the Committee of the Whole:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City; and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be afforded health insurance at the same standards as MPS employees for any and all work performed directly or indirectly for MPS.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Gardner moved that this item be referred to the administration for costing and options for implementation in the 1996-97 budget, with as much of the information as possible to be made available by the December 13, 1995, meeting.

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

Ayes—8; Noes—0.

* * * * *

(Item 6) Report and Preliminary Recommendations for Proposed Contracts with Partnership Schools *(action in December)*

Administration's Analysis

1. On June 28, 1995, the MPS Board of School Directors gave approval to contracts with 20 community based organizations to operate alternative programs to serve Children at Risk as provided under Wisconsin Statute 118.153. Four schools received one-year contracts and sixteen schools were awarded two-year contracts.

2. The audit report prepared by the Office of Board Governance recommended that the administration submit preliminary recommendations for partnership school contracts for the upcoming school year earlier than June, and at the June meeting, present the final recommendations for contract renewal. In the past, recommendations for approval of partnership school contracts have come before the Board at its meeting.

3. Early preliminary approval of the Board's intent to enter into partnership school agreements would:

- Provide more time to gather, analyze, and report student performance, contract compliance, and seat utilization data needed by the Board to make an informed decision on final contract approval.
- Provide an opportunity for parents to access seats in alternative schools as part of the school selection process.
- Provide, in the event that a contractor fails to receive final approval for contract renewal, that seats can be reallocated among existing approved contracted partnership schools and/or the issuance of a Request For Proposal can be issued for new organizations to supply any additional seats.

4. Final approval of the Board's intent to renew contracts would be contingent on the following:

- The degree of success in meeting student performance outcomes required of partnership schools.
- The level of compliance with the terms of the previous contract.
- The utilization of contracted seats purchased by MPS.
- The availability of funds sufficient to support the level of contracts approved.

5. The audit report prepared by the Office of Board Governance also recommended that additional measures of student achievement be used as a basis for judgments on the overall quality of elementary and middle partnership schools. Measures of writing and mathematics proficiency will be added to the set of measures that are reported to the Board for final contract approval in June. Writing and mathematics proficiency baseline data will be reported in 1995-96 in each grade where these data are routinely collected and reported as part of the MPS Accountability Plan. Comparative data will be reported in 1996-97 and used as measures of school performance in addition to those already in use.

6. By the June meeting of the Board, the Division of Alternative Programs will present any recommendations for changes to the preliminary contract recommendations made in November that may result from analysis of fiscal accountability, ability to fill seats purchased, compliance with the previous contract, and performance data, including proficiency exam results.

7. MPS, under the terms of the contract, also reserves the right to terminate any multi-year partnership school agreement before the expiration term when:

- MPS has determined that the agency, or any of its representatives, has violated the provisions of the agreement or the regulations governing it;
- MPS determines that the quality of the program administration or program services fall below the educational or fiscal standards outlined in the agreement;
- during the term of the agreement, Federal and/or state funds supporting the agreement are reduced;
- both parties agree in writing to terminate the agreement.

Strategic Plan Compatibility Statement

8. The recommendations support the Board goals related to academic achievement, equity, and fiscal responsibility.

Statute, Board Policy or Rule Statement

9. The funding recommendations adhere to the provisions established by Wisconsin Statute 118.153, the Children At Risk law, the MPS Board Standards for Contracting with Partnership Schools, and the recommendations of the Management Audit Review of the Division of Alternative Programs.

Fiscal Impact Statement

10. The current contract costs for these agencies are shown below.

Superintendent's recommendations (for action in December)

1. That in order to align with a new November contract approval timeline, and still allow for a staggered evaluation cycle, some contracts be extended on a one-time basis. The administration recommends giving a one-year extension to every partnership school except the following:

- partnership schools in their first year of operation;
- schools about which issues have been raised regarding performance, contract compliance, or seat utilization which need to be resolved over the course of the 1995-96 school year.

Schools in the last category may be recommended for contract extensions at a later date if the issues are satisfactorily resolved.

2. That the Board of School Directors declare their intent to renew contracts with the following organizations.

1) Extend One-Year Contract to Two Years

	Seats	**Grades**	**95-96 Contract**
UCC-Middle School	40	6-8	$218,600
Sub Total	**40**		**$218,600**

2) Extend Two-Year Contracts to Three Years

Aurora Weier Education Center	65	8-12	$355,225
Career Youth Development	65	9-12	355,225
Cornerstone Achievement Academy	80	9-12	437,200
Council for Spanish Speaking.	70	9-12	382,550
Fritsche LEAP Middle School	60	5-7	301,637
Milwaukee Spectrum	80	9-12	437,200
NOVA	75	6-12	409,875
Seeds of Health	100	9-12	655,800
Shalom High School	95	9-12	519,175
Silver Spring Neighborhood Center.	65	6-8	355,225
Spotted Eagle	50	9-12	273,250
Sub Total	**885**		**$4,482,362**

3. That contract terms not be extended at this time with the following organizations, pending further review and monitoring during the 1995-96 school year.

1) Retain One-Year Contract

	Seats	**Grades**	**95-96 Contract**
Benito Martinez/SER-Jobs	60	6-8	$327,900
Assata/SDC	60	9-12	327,900
Synergy, Lad Lake	60	6-12	327,900
Sub Total	**180**		
			$983,700

2) Retain Two-Year Contract

Bruce Guadalupe	60	5-6	$238,500
HR Academy	60	6-8	327,900
Learning Enterprise of Wis.	80	9-12	437,200
St. Francis Children's Center	20	5-6	79,500
Walker Middle School	40	6-8	201,091
Sub Total	**260**		**$1,284,191**
TOTAL	**1285**		**$6,968,853**

4. That the final award of contracts for the ensuing school year be contingent on satisfactory end-of-year data and on appropriation of sufficient funds in the FY97 district budget.

* * * * *

(Item 7) Report and Preliminary Recommendations for Proposed Contracts with Day Care Centers *(action in December)*

Administration's Analysis

1. As a result of the 1988 desegregation settlement agreement, the Milwaukee Public Schools has been directed under Sec. 119.72, Stats., to contract with private, non-profit, non-sectarian day care agencies located in the City of Milwaukee to provide early childhood education to four- and five-year-olds who are residents of the city.

2. Under this program kindergarten programs have been established at seven day care centers located in the City of Milwaukee in order to provide continuity of care for the young child enrolled in a K4 or K5 program. The number of centers has increased since the beginning of the project in 1988-89.

3. In these programs, the kindergarten teacher is a certificated staff person hired by the Milwaukee Public Schools. These teachers follow a similar daily and school year schedule as other MPS kindergarten teachers. Day care staff are there as program personnel and also work with school children outside of the regular school day.

4. Under this program the contracting day care agencies reimburse MPS for the partial cost of the MPS teacher assigned to the contractor's site. The agencies are charged $38,000 for a full-time teacher and $19,000 for a half-time teacher. Payments are made to MPS on monthly installments deducted from monthly payments.

5. Legal notice and public informational meetings were given soliciting proposals from child care providers. A total of seven (7) proposals were submitted to the advisory board for consideration.

6. The State Funded Kindergarten Day Care Advisory Board did proposal reading and site visits. Points were given to proposals and site visits using instruments that were modified and adopted by the Board of School Directors for program implementation. Pertinent information was given by the representative on the advisory board from the Division of Community Services concerning agencies who are in compliance with the agencies' guidelines. Top rated programs were recommended for funding.

Strategic Plan Compatibility Statement

7. The State Funded Kindergarten Day Care Program supports the Board goals of increased student achievement and equity.

Statute, Board Policy or Rule Statement

8. Board policy requires all outside contracts for day care agencies to be approved by the Board.

9. State Stat. 119.72 directs Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

10. Contracting with day care agencies will require $676,200. The cost of providing these services is fully funded from the Wisconsin desegregation funds. No Board funds are appropriated for this purpose. The costs per pupil for the kindergarten day care program are $3,450 per five-year-old (full day) and $1,725 for four-year-old (half day). At no time shall agencies receive payment for seats which were not filled by eligible Milwaukee resident students.

Implementation and Assessment Plan

11. Formal/informal assessments are implemented throughout the school year.

Superintendent's recommendations (for action in December)

1. That the Board of School Directors declare its intent to renew contracts with the following agencies to provide and fill allocated FTE (K5's or K4's):

Day Care Center	**96-97 Slots**	**Amount**
Carter Child Development Center	60	$207,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Ctr.	36	124,200
Urban Day I	20	69,000
Urban Day II	20	69,000
Total	**196**	**$676,200**

2. That final approval be contingent on receipt of sufficient funds and successful outcomes resulting from the formal and informal assessment conducted during the 1995-96 contract experience.

* * * * *

(Item 8) Recommendation to Adopt a Resolution to Close Four Alternative Schools at the End of the 1995-96 School Year: Lapham Park, Phoenix, Craig, and Hayes Alternative (Located at 151 S. 84th St.)

Administration's Analysis

1. The superintendent is committed to continuing reform efforts that support high expectations for all of our students in all of our schools. Improving the achievement levels of our students by providing appropriate programs has the highest priority in the district. Therefore, in spite of the good efforts of many staff members to make the following programs work, it is recommended that these low performing alternative schools be closed at the end of the 1995-96 school year:

- Lapham Park
- Phoenix
- Craig
- Hayes Alternative (located at 151 S. 84th St.)

2. All of the students and their parents will be given alternatives for next year appropriate to the educational needs of the students. Staff will be made available to assist parents and students with school assignments. For the remainder of this school year, the current staff will be expected to provide the best possible educational program. The administration will do whatever is necessary to provide quality programs until the end of the school year.

3. This is the first step in using the newly created state legislation which empowers the Board to close low performing schools. The administration will also consider recommending other MPS schools for closing in the future.

4. The administration has reviewed the impact of programs and practices in these schools before making the decision to close them.

- It was determined that Craig and Hayes Alternative (located at 151 S. 84th St.) have not provided service commensurate with their mission as the most intensive education and treatment programs for students with exceptional education needs offered by MPS. These schools were designed to complete the continuum of exceptional education services to which MPS is committed. The programs are intended to provide treatment for students' emotional and social needs, as well as educational needs, in a self-contained, separate facility. The schools have not been able to show that restructuring plans, along with staff development, have resulted in effectively providing treatment and educational services as a focus of the schools. In addition, attendance rates are among the lowest of MPS schools, being 20 percentage points lower than the average for MPS middle schools and 10 percentage points lower than the average for MPS high schools.

• Lapham Park has not shown success in its mission, which is to assist students in successfully re-entering regular school programs. The school is designed as a one-semester placement for students who are returning from expulsions, administrative transfers, incarceration or residential treatment for the purpose of evaluation and assessment. Student attendance rates have been low, and there is an overall pattern of poor student achievement. In the 1994-95 school year, student attendance was only 52%, only 47% of the students met the goal of significant achievement gains in reading, and only 43% met the goal of significant achievement gains in math. The data from previous years is similar to the above.

• Phoenix has not shown success in its mission of assisting older students to pass courses and earn sufficient credits leading to graduation. While many staff have been supportive of students, the insufficient student progress makes the program non-viable. Student attendance for the 1994-95 school year was only 59%. In the 1994-95 school year, only 38% of the students met the goal of significant achievement gains in reading, and only 34% of the students met the goal of significant achievement gains in math. In the fall semester of 1994, approximately one-third of the students did not earn any units towards graduation, and the drop-out rate was 62%. The data from previous years is similar.

5. In each of these schools there are staff members who give more than 100% every day and are praised by their students. The administration is not placing blame on these staff members for the decision to close these schools. Based on low student performance, it has been determined that these programs are not operating in the best interest of the students, in spite of the efforts of many caring and committed staff members. The closing of these four schools will not result in the layoff of any staff, and the discussions regarding reassignment will proceed with appropriate unions.

Strategic Plan Compatibility Statement

6. This action supports the Board's commitment to quality education for all students.

Statute, Board Policy or Rule Statement

7. Section 119.18(23), Wis. Stats., provides that the Board may by resolution close a low performing school. The recommended resolution is as follows:

WHEREAS, The Milwaukee Board of School Directors and the Superintendent are committed to reform efforts that support high expectations and improving achievement levels of all students in the Milwaukee Public Schools and providing appropriate educational programs as a district priority; and

WHEREAS, Section 119.18 (23), Wis. Stats., permits the Board to close any school that it determines is low in performance by adopting a resolution to that effect; and further provides that if the Superintendent recommends to the Board that a school be closed, that such reasons for closing shall be stated in writing; and

WHEREAS, The Superintendent has identified four (4) schools which he has determined to be low performing and has submitted to the Board a recommendation to close said schools and the reasons for such recommendation have been set forth in writing; and

WHEREAS, The Board, at its meeting on November 15, 1995, gave hearing to the Superintendent's recommendation to close Lapham Park, Phoenix, Craig, and Hayes Alternative (located at 151 S. 84th St.) schools at the end of the 1995-96 school year and concurred that said schools are low performing; now, therefore, be it

RESOLVED, The Board hereby approves the closing of Lapham Park, Phoenix, Craig, and Hayes Alternative (located at 151 S. 84th St.) schools at the end of the 1995-96 school year.

8. This action does not conflict with the policies of the Board of School Directors.

Fiscal Impact Statement

9. The FY97 budgets for these schools will be redirected to provide for contracted services and/or modified programs for the students.

10. If the sites are used for different programs, there could be additional costs for renovating them to meet the needs of the system.

Implementation and Assessment Plan

11. Requests for proposals (RFP's) will be sought internally and externally to address the needs of the students. For the students at Craig and Hayes Alternative (located at 151 S. 84th St.), the administration will look for high quality treatment-oriented educational programs which complete the continuum of services offered to students with exceptional education needs. For the students at Lapham Park and Phoenix, quality educational programs will be sought. If it is determined that the current building sites of these programs are not used for the replacement programs, RFP's for the use of these sites will be sought at a later date.

12. The timeline for soliciting proposals for these four schools will be as follows:

November 15, 1995	Approval by Board of School Directors
November 21, 1995	RFP (Request for Proposal) for replacement programs for the four schools available from Office of Deputy Superintendent
January 5, 1995	Proposals for replacement programs due to Office of Deputy Superintendent
January 31, 1996	Superintendent recommends programs to Board for approval.

13. The Department of Human Resources will meet with the staffs of the schools to discuss their reassignment for the 1996-97 school year.

Superintendent's recommendation

That the Board adopt the resolution which closes Lapham Park, Phoenix, Craig, and Hayes Alternative (located at 151 S. 84th St.) at the end of the 1995-96 school year.

Director Fisher moved to postpone consideration until the December 20, 1995, meeting.

After discussion, Director Small moved the previous question.

Director Johnson moved to adjourn.

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

Ayes—Fisher, Johnson and Todd—3.

Noes—Directors Gardner, O'Neil, Sinicki, Small and President Bills—5.

The Board recessed from 12:12 to 12:16 AM.

Director Johnson moved to lay the matter on the table.

The motion to table failed of adoption, the vote being the same as that preceding:

Ayes—3; Noes—5.

The question being on the motion to postpone, the motion failed of adoption, the vote being the same as that preceding:

Ayes—3; Noes—5.

Director Small moved to adopt the Superintendent's recommendations, with the provision that a plan for the reassignment of students to appropriate programs for those students with special needs be brought to the Board for approval no later than January 1996, with involvement of school communities in the reassignment process.

Director Sinicki moved to amend the motion to provide that the administration be directed to prepare, by November 22, 1995, a ranked order listing of schools from low performing to high performing, using the Report Card performance measures for all elementary, middle and high schools, and listing the average daily attendance for each school.

The amendment was adopted, the vote being as follows:

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

Noes—Director Johnson—1.

Director Sinicki moved to amend the motion to provide that the administration be directed to prepare a facilities inventory of used and unused space within the ten lowest performing elementary schools, the five lowest performing middle schools, and the five lowest performing high schools, and report the information to the Board by November 29, 1995; and that the administration be further directed to complete a facilities inventory for all traditional, partnership and leased sites by December 4, 1995, including excess capacity calculated both on the current building capacity and on the basis of the original building capacity.

The amendment was adopted, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—Director Johnson—1.

Abstaining from voting—Director Fisher—1.

Director Sinicki moved to amend the motion to provide that the administration be directed to prepare by November 29, 1995, a listing of the ten most popular programs for

schools and the ten least popular programs for schools by elementary, K-8, middle and high schools, as selected through the selection process, and the space utilization of these programs.

Director Gardner moved to amend the amendment by striking the words "and the ten least popular programs for schools by elementary, K-8, middle and high schools, as selected through the selection process, and the space utilization of these programs."

The amendment to the amendment was adopted, the vote being as follows:

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

Noes—President Bills—1.

The question being on adoption of the amendment as amended, it was adopted, the vote being as follows:

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

Noes—None.

Director Sinicki moved to amend the motion to provide that the administration be directed to prepare demographic information on targeted student populations by November 29, 1995; for example, how many adjudicated youth and where assigned, and how many moderate and severe behavioral designations and where assigned.

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Johnson moved a substitute to the main motion, that all schools be closed.

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

Ayes—Directors Fisher, Johnson and Todd—3.

Noes—Directors Gardner, O'Neil, Sinicki, Small and President Bills—5.

The question being on adoption of the main motion as amended, the motion prevailed, the vote being as follows:

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

Noes—None.

Directors Fisher, Johnson and Todd requested permission to change their votes from "aye" to "no."

There being no objection, the request was granted, the vote then being:

Ayes—Directors Gardner, O'Neil, Sinicki, Small and President Bills—5.

Noes—Directors Fisher, Johnson and Todd—3.

* * * * *

(Item 9) Approval of an Intergovernmental Cooperation Agreement for the Sale of General Obligation Bonds by the City of Milwaukee for Deferred School Maintenance

Background

1. The Comptroller of the City of Milwaukee has requested that the Board approve an intergovernmental cooperation agreement for use with the impending sale of up to $6 million of City of Milwaukee borrowing, the proceeds of which are intended to finance Milwaukee Public Schools deferred maintenance projects. The proposed agreement is attached.

2. This agreement is similar in nature to that executed by both the City and the Board in conjunction with a $12.5 million school capital financing in November 1993.

3. The anticipated funding from this sale of bonds has been included in the current capital projects budget.

4. The Board is authorized to enter into and approve an Intergovernmental Cooperation Agreement as required by Section 66.30 Wisconsin Statutes. The agreement has also been submitted to the Common Council for its approval.

Superintendent's recommendation

That the attached Intergovernmental Cooperation Agreement between the Board of School Directors and the City of Milwaukee relative to borrowing up to $6 million for deferred school maintenance be approved.

Director Sinicki moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 10) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; and Report on Administrative and School Fund Transfers

Award of Contracts

SCIENCE ROOM RENOVATIONS
Milwaukee High School of the Arts
Hunzinger Construction Company, low bidder, base bid of $268,000

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS
Thirty-eighth Street School
Pieper Electric, Inc., low bidder, base bid of $51,300

Authorization to Make Purchases

B-5171 Three Step Delivery Vans (Facilities and Maintenance)
Bob Fish GMC, Inc., for one van with selected options, low bidder meeting specifications $26,628
Fred Jones Pontiac-GMC Truck, for two vans with selected options, low bidder meeting specifications $56,073.56

SS-194 Macintosh Classroom Computers (Engleburg)
Apple Computer for 25 Macintosh Power PC student workstations, 11 printers, one scanner and one digital camera $82,430

SS-195 Goal Architecture Software (Curriculum and Instruction)
Various custom educational software packages to support Dell computers, including 235 packages for elementary schools, 44 packages for middle schools, and 45 packages for high schools, to be bid competitively among various local vendors..... $65,500

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of October 31, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$46,757,374	$602,266,384	7.2%
Categorically Aided	71,272,090	1,232,881	72,504,971	2,869,535	69,635,436	4.0%
School Nutrition	24,943,898	0	24,943,898	742,723	24,201,175	3.0%
Construction	21,731,000	0	21,731,000	5,081,627	16,649,373	23.4%
Extension	6,296,113	0	6,296,113	276,829	6,019,284	4.4%

B. Statement of Expenses as of October 31, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,708,845	$666,732,603	$154,364,301	$512,368,302	23.2%
Categorically Aided	71,272,090	1,876,384	73,148,474	12,129,952	61,018,522	16.6%
School Nutrition	24,943,898	132,132	25,076,030	5,321,769	19,754,261	21.2%
Construction	21,731,000	9,437,928	31,168,928	15,176,671	15,992,257	48.7%
Extension	6,296,113	44,125	6,340,238	1,802,340	4,537,898	28.4%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through October 31, 1995, and payrolls through October 20, 1995.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Equity 2000 Program	Equity 2000, The College Board	$5,400	12 IBM Compatible Computers - College & Career Resource Centers
Browning	Beatrice Keppler	50	College Scholarship Fund
Browning	Payless Shoe	2,000	College Scholarship Fund
Browning	Tripoli Temple	50	College Scholarship Fund
Browning	Open Pantry	100	College Scholarship Fund
Browning	Tricom, Inc.	2,150	College Scholarship Fund
Browning	Mr./Mrs. Bagemihl	35	College Scholarship Fund
Burdick	T&M Ace Hardware	3,000	Cabinet Hardware
Clement Avenue	PTA	495	Bookbinder
Engleburg	Soda Machine Funds	519	Refrigerator - Staff Lounge

Fritsche	MCI	4668	Increase Staff Technology Expertise
Garfield	Helen Jupka	330	Polaroid Camera $90 Check for Student Trip to D.C. $240
Hamilton	Business Careers Acct.	378	Mac/HP Printer - Classroom Use
Irving	New Golden Gate Funeral Home	210	Student Field Trips
Irving	Parent Club	500	Student Field Trips
Kilmer South High School	Donor Wishes To Remain Anonymous	7500	1970 VW - Small Engine Repair Instruction
Kosciuszko	Sharp Packaging	1000	Computer Lab Software
Kosciuszko	John Valdes	1000	Scholarships
Meir	K. Kelly, W. Kelly, S. Hays, Parents/Students	500	Opportunity For Other Children's Fees
Meir	K. Kelly, W. Kelly, S. Hays, Parents/Students	500	Help With Classroom Field Trips
MHSA	Linda McGraely	400	Apple 2E Computer
Milwaukee Tech	George Washington University	4530	College Tour for Tech Students
Riverside	Patricia Casillo	320	Rowing Machine Mac Equipment
Riverside	Patricia Casillo	300	Computer Equipment
Sholes	PTSO	250	DJ for Welcome Back Dance
Thirty-eighth St.	Parent Group	2500	Gift
Tippecanoe	A&E Networks	700	Panasonic Camcorder Set
Washington	Marshfield Clinic	1000	Science Department
Washington	Alumni Council	500	A.P. Tests Offset
Washington	Alumni Council	200	Basketball Camp
Washington	Lori Strickler	2,195	Parent Room Furniture
Washington	Alumni Council	100	Girls' Basketball
Washington	Alumni Council	500	Football Club
Whitman	PTA	785	Rocker Scale Brass Gram Mass Set
Whitman	PTA	533	Library Books, Science Supplies

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached.

Superintendent's recommendations

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

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

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

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

Director Fisher moved to approve the Superintendent's recommendations.

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

Ayes—8; Noes—0.

* * * * *

NEW BUSINESS

Director Small moved that the December 6, 1995, Board meeting be canceled.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director O'Neil—1.

The Board adjourned at 12:53 AM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 20, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:43 PM.

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

Absent and excused—Director Todd—1.

Vacancy on Board—1.

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

November 16, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Monday, November 20, 1995, at 6:30 PM, in Room 103 of the School Administration 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 and 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.

The Board may reconvene in open session for action on matters considered in executive session.

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.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:44 PM.

Director Sinicki left at 8:00 PM.

Director Small left at 8:43 PM.

The Board adjourned from executive session at 8:50 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 28, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:37 PM.

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

Absent—None.

Vacancy on Board—1.

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

November 22, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, November 28, 1995, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving and discussing a report on the Finance Analysis Model.

NANCY R. NOESKE
Director

The Superintendent presented a report on the Finance Analysis Model to the Board.

The Board adjourned at 8:45 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 29, 1995

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

Present—Directors Fisher (6:37 PM), Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Brandin Lukas and Lakesha Jeffrey, MPS students who died during the past month.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following individuals for the leadership, support and assistance they provided to the Milwaukee Public Schools over the years.

Lila Kelly

For more than 25 years, Lila Kelly has been an active and involved parent and community representative in the Milwaukee Public Schools. She has steadfastly advocated on behalf of thousands of children in the city, particularly those who have exceptional education needs. For many years, she volunteered in our schools, serving as the Co-Chair and one of the founders of the Broadly-Based Task Force on Exceptional Education. She has also been actively involved in several children's advocacy organizations at the local and state levels and was influential in getting laws passed which protect the rights of children with exceptional education needs. Through Lila's untiring efforts behind the scene, as well as through her public testimony at countless meetings of the Board of School Directors, she has helped shape the school district's policies regarding the education of children with exceptional education needs. Even beyond that, Lila has been instrumental in developing the school district's vision for exceptional education and supportive services, focusing on excellence and equity for all students at all schools.

Lucinda Gordon

Lucinda Gordon is the co-founder of the Lady Pitts program established in 1969 to serve the growing number of teenage mothers. She served as the coordinator of the program for nine years while employed by the Milwaukee Public Schools. The Lady Pitts program provides continued educational services for pregnant teens, along with needed health care, social services, day care, and job training. The program was established through Lucinda's leadership, vision, and "tough love, " and continues to provide needed services to students today. The Lady Pitts program recently celebrated its 25th anniversary. A special concert was held on November 5th at the War Memorial Center to celebrate the anniversary of the program and to raise funds for a scholarship program through a fund with the Milwaukee Foundation. A recent

editorial in the Milwaukee Journal/Sentinel recently quoted Lucinda's philosophy, "Help them, but don't condone the action."

Frances Brock Starms

Frances Brock Starms has devoted more than 60 years of her life to education. She was a teacher in a number of MPS elementary schools and served as a supervising teacher and helping teacher for many years at the district level. To this day, she continues to volunteer in classrooms throughout the city. Her pioneer work in the area of early childhood education has served as a model locally and nationally. Two MPS schools are named in her honor: the Frances Starms Early Childhood Center at 2616 W. Garfield Avenue, which serves three- to five-year old children, and the Frances Starms Center for Discovery Learning at 2035 N. 25th Street, a kindergarten through fifth grade program. Her teaching philosophy is grounded in the belief that teachers must love and respect their students.

Penny Manke

Penny Manke has been an active and involved parent in the Milwaukee Public Schools for almost 20 years. She served in various leadership roles at a number of schools in MPS, as well as in the Milwaukee City Council PTA's, PTSA, Inc. She held a number of positions on the council, including President, and was active with regional and state PTA groups. In her role as council president, Penny worked very hard to increase ethnic diversity within the city council PTA membership. She has also helped shape school district policies and procedures with respect to increasing parental involvement and empowering parents at the school and district-wide levels. She also served on the MPS task force which developed the human growth and development curriculum policies in 1982. Penny has volunteered countless hours in our schools tutoring children and recruiting parents to become actively involved with the schools. She has also been involved with the Girl Scouts for a number of years. Penny has continued to speak out on behalf of parents' rights and responsibilities in the Milwaukee Public Schools. Her commitment to and interest in the well being of children goes far beyond her own family. Her actions reflect her concern for all of the children in Milwaukee.

Mary Morris

Mary Morris has been an active parent leader and volunteer in our schools for more than 30 years. She organized the PTSA at both Fritsche Middle School and Bay View High School years ago and has continued to assist other schools throughout the city in establishing parent/teacher organizations. Over the years, Mary has advanced the importance of parental involvement and empowerment throughout the school district by recruiting parents to volunteer in schools as well as through her work at the district-wide level. Mary has helped develop school district policies and procedures through participation on numerous MPS task forces and committees. She took a lead role in the development of the school district's parent empowerment plan and continues to monitor and influence MPS policies. Mary held numerous leadership positions on the Milwaukee City Council PTA's, PTSA, Inc., including president, often acting as the lead spokesperson for the council at school board meetings and elsewhere. She was also active in PTA at the regional and state levels, serving as fourth district president and state treasurer. She was selected as a member of the Governor's Commission on the Quality of Education in Milwaukee in 1984. In addition to her active role in the PTA, Mary has been a Girl Scout leader for about 25 years.

Flossie Grant and Maggie Smith

Flossie Grant and Maggie Smith have worked with the Milwaukee Public Schools' Title I program since the early 1970's. They belong to the National Coalition of Title I / Chapter 1 Parents, an organization devoted to helping parents of children in Title I programs realize the best education for their children. Through the years, as part of their membership in the coalition, Flossie and Maggie have visited countless schools to help ensure that Title I classrooms and programs were meeting established goals in the best interests of the children. They have served as parent representatives on numerous MPS committees to assist in the development of district policies and procedures. Flossie and Maggie have also held and currently hold office in the Title I coalition at the national, regional, and state levels. They also represent MPS and partnership schools on the MPS Title I District Advisory Council. In addition, both are actively involved in the district's efforts to consolidate parent involvement activities under the Parent Leadership Academy. They recognize their involvement as another opportunity to contribute to the advancement of parents and students in the Milwaukee Public Schools.

Tony Baez

Tony Baez has a long history of involvement with the Milwaukee Public Schools, spanning more than 20 years. He has continued to advocate on behalf of parents and students, particularly those in the Hispanic

community. Tony has volunteered on numerous committees and task forces and influenced the development

of district-wide policies and procedures, with emphasis on bilingual and multicultural education programs and alternative education. He has served as the chair of the MPS City-wide Bilingual Bicultural Advisory Committee and the Milwaukee County Bilingual Task Force. He is currently serving as a member of the MPS School-to-Work Task Force and is chair of the South Division High School Roundtable. In addition, Tony continues to be active in numerous organizations at the local, state, and national levels in the areas of bilingual education, civil rights, race and ethnic relations, and many others that directly impact on the education and well being of children and families. He has received numerous awards for distinguished community service and youth and family advocacy work from parent and community organizations across the country.

On behalf of the entire school district, we would like to express our sincere appreciation and gratitude to each and every one of these individuals for their support and service on behalf of the Milwaukee Public Schools' students and families. Over the years, they have consistently shown through their actions their commitment to and concern for the welfare of the children and youth of Milwaukee. Their long-standing dedication and service deserves public recognition.

* * * * *

APPROVAL OF MINUTES

The minutes of the Board meetings of October 23 and October 25, 1995, were approved as printed.

The minutes of all regular and special Board meetings from October 1989, through April 1990, were approved, the vote being as follows:

Ayes—Directors Fisher, O'Neil and President Bills—3.

Noes—None.

Voting "present"—Directors Gardner, Johnson, Small and Todd—4.

Abstaining from voting—Director Sinicki—1.

SUPERINTENDENT'S COMMUNICATION

November 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

As required by Wisconsin Statutes, Section 119.34 (4), a census has been taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration has been made of children under the age of four.

The census summary is attached.

Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

Attachment

1995 ANNUAL ENUMERATION OF CHILDREN RESIDING IN THE CITY OF MILWAUKEE As of June 30, 1995

As required by Wisconsin State Statutes Section 119.34 (4), a census was taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration was made of children under the age of four. School attendance figures shown for each of the age levels are not intended to represent actual enrollments in the corresponding grade levels. The 1995 census is as follows:

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	2,559	2,350	4,909	0	0	4,909
1	4,076	3,938	8,014	0	0	8,014
2	4,761	4,524	9,285	0	0	9,285
3	5,019	4,690	9,709	378	127	9,204
Total	16,415	15,502	31,917	378	127	31,412
4	5,117	5,102	10,219	2,016	499	7,704
5	5,566	5,311	10,877	5,606	1,277	3,994
6	5,655	5,394	11,049	8,414	1,962	673
7	5,281	5,136	10,417	8,266	2,005	146
8	5,211	5,082	10,293	8,324	1,929	40
9	5,081	5,055	10,136	8,147	1,963	26
10	5,116	4,857	9,973	7,993	1,962	18
11	4,817	4,607	9,424	7,552	1,859	13
12	4,745	4,617	9,362	7,431	1,923	8
13	4,653	4,463	9,116	7,063	2,035	18
14	4,572	4,507	9,079	7,182	1,875	22
15	4,604	4,416	9,020	7,317	1,642	61
16	4,291	4,297	8,588	6,997	1,470	121
17	3,875	4,014	7,889	6,231	1,368	290
18	3,938	3,974	7,912	5,008	1,608	1,296
19	3,949	4,238	8,187	2,941	2,312	2,934
Total 4-19	76,471	75,070	151,541	106,488	27,689	17,364
Grand Total	92,886	90,572	183,458	106,866	27,816	48,776

Recived and ordered placed on file.

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel for November 1; 2; 6; 8 at 9:30 AM and 2:00 PM; 10 at 9:30 and 11:00 AM; 13 at 9:30 and 11:00 AM; 12; 14 at 9:30 AM and 2:00 PM; 15 at 9:30 AM, 11:00 AM and 2:00 PM; and 17, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

REPORT OF THE COMMITTEE ON INNOVATION/ SCHOOL REFORM

TO THE BOARD OF SCHOOL DIRECTORS:

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

At its meeting on October 25, 1995, the Board accepted a report on policy issues and implications for a revised student selection plan and directed the Committee on Innovation/School Reform to hold public hearing on the issues raised in the report and on issues raised by President Bills.

Your Committee reports that it held hearings on the following dates and times:

November 1, 1995	7:00-9:00 PM	South Division High School Auditorium;
November 7, 1995	7:00-9:00 PM	North Division High School Auditorium;
November 8, 1995	7:00-9:00 PM	Pulaski High School Auditorium;
November 9, 1995	7:00-9:00 PM	Madison High School Auditorium.

In addition to the public hearings, your Committee also distributed a questionnaire and invited members of the public to submit written comments to the Office of Board Governance.

Your Committee submits the following report on the testimony presented at the hearings and the written comments received:

Report
Policy Issues and Implications for A Revised School Selection

Summary of Public Comments Received at Public Hearings, Written Opinion Surveys, Letters and Phone Calls

General Summary:

1) A total of thirty-six people spoke at the public hearings, of which twenty-six identified themselves as parents.

2) A total of forty-eight Opinion Surveys were received by the Office of Board Governance by November 16, 1995.

3) A total of fourteen written letters were received by the Office on the school selection process.

4) A total of twenty-one phone messages/faxes were received by this Office, registering opinions on specific aspects of the school selection process. All but two were from Elm Creative Arts school parents and friends registering their opposition to establishing walk zones for city-wide specialties.

General Summary of Public Hearing Comments

Speaker comments touched upon five general themes:

1) A major focus of two-thirds of the speakers commenting at the four public hearings was upon the need to expand and replicate specialty programs. Most of these comments were from parents whose children were currently enrolled in one of the MPS specialty programs. Rufus King was the most identified specialty. Most often, the expression for more/expanded specialty programs was framed in the context of "giving parents the school choices they desire." Many speakers suggested that giving parents greater school selection options will weed out the poorly performing schools. Several parents suggested that if they do not receive their specialty school option(s) they may leave the school system. Additional speakers commented that specialty schools were the only real option, given the poor performance level of their neighborhood schools.

2) In connection with speaker concern about obtaining the specialty school of their choice was the suggestion that higher standards and/or some eligibility requirements may be advisable. Several speakers expressed frustration that their children who are at elementary specialties, may not be able to enroll in one of the related specialty schools at the middle and high school levels. There was general discontent with the lottery selection system, with many proclaiming it is unfair to children who may be more highly qualified and motivated than others for enrollment in certain specialties.

3) Several African American parents expressed frustration that they could not get their children into certain specialty schools, due to their race. Several parents wondered why their children could not enroll in a specialty like Rufus King despite the fact they live in the attendance area. A feeling that the school selection system was rigged to favor those who are "connected" was expressed by a number of speakers.

4) About one-fourth of the speakers touched upon the need to address the need to improve the safety of MPS school children, to, from and within their schools. Speakers at North Division High School mentioned this concern more than speakers at the other three hearing sites. Concern about the possibility of walking even a few blocks to a school or to a school bus stop was mentioned. There seemed to be some general recognition that the subject of safety was as much a responsibility of the City as it was of the MPS.

5) About one-fourth of the speakers spoke to the value of establishing more definite feeder patterns. The reference was made to more organized feeder patterns related to neighborhood schools as well as to specific academic programs with specialty schools. While most of these speakers favored feeder patterns, they wanted some flexibility remaining in the school selection system to permit a change of course, if desired.

6) Other common themes were also identified, although fewer in number. Among these other areas include, **a)** need to fold in exceptional education and alternative education students into any new school selection system, **b)** general opposition to walk-zone preference for city-wide specialties, but grudging recognition that busing costs must somehow be constrained, **c)** general uncertainty whether poorly performing schools should be closed, although when questioned, most felt this should naturally occur, just as it does in the private sector, **d)** general favor for constructing/locating additional space in neighborhood attendance areas and in specialty program areas, where there are more children than spaces available (although this was not a major focus of any of the speakers).

General Summary of Public Hearing Comments
Some Highlights of Individual Hearings

South Division High School

- allow parents to make their choice first, then budget funds
- set standards high; opposed to entrance requirements
- realize that the high school selection is more important than college
- realize that the process is not the problem, it's the lack of enough good options
- expand specialties; too many children do not receive their first option
- maintain specialty schools, which are extremely important
- consider imposing standards into school selection
- likes feeder pattern concept
- allow every parent to have their 1st choice, but then impose eligibility requirements
- emphasize the need to improve the safety of children, to and from school
- address safety concerns through daycare and shuttles
- emphasize high standards in school selection
- consider establishing academic feeder patterns

North Division High School

- feels board needs to hear from other parents
- ensure that school selection is customer driven and is more than just a transportation issue
- need to reallocate existing resources; can't just add schools
- need to better respond to what parents want
- believes there is a surplus of space currently in the school system
- need to better publicize all schools, including specialties
- suggests district can save $7 million in transportation costs
- contract out some central office operations
- focus on reducing class size and exploring ways to help teachers in the classroom; a revised school selection system is not the issue
- feels that African-American students do not have the same opportunity to get into the good schools as whites
- recognizes that neighborhood schools are really a thing of the past given modern lifestyles which are more community and even city-wide
- expand specialty schools
- establish eligibility standards
- need to address waiting list at school (King)
- recognize that the random selection process is a failure; need to consider some eligibility criteria
- choice program is okay if there are enough high quality choices
- "attendance area school is a devastating choice for me..." it has a very low performance rate and is not a safe or good learning environment for my child
- specialty schools are a salvation; they should be expanded for parents like me
- if attendance area schools were better I would choose them, but they aren't
- Board/district should have been more proactive in seeking public opinion on school selection process, such as soliciting community groups.
- focus on improving parental involvement
- recognize that school safety and integrated housing are really beyond the MPS to affect
- believes it is influence and who you know that gets you into the specialties
- feels that school transportation and safety to and from schools is a big issue
- reuse the space you now have; MPS has enough space
- chose specialty school because the school in her attendance area was terrible
- believes specialty schools are schools of choice
- suggests children in lower grade specialties should have better chance of enrolling in middle and high school specialties
- struck with the enormity of the task of improving education in the MPS; feels there are forces which make real change difficult to achieve

- believes that proportionately more whites get into specialties than African Americans (thinks the 55% - 45% ratio is no longer relevant).

Pulaski High School

- questions why 54% of parents opt for non-attendance area, non-specialty schools?
- suggests that lack of safe neighborhoods is what is driving parents to sign their children for other schools.
- include children with exceptional needs in any revised school selection process; inquires whether 8% to 14% should be included as proportion of exceptional education students which should be included at all schools.
- include alternative education children in the new school selection system
- believes replication of popular specialties is the way to go in a new school selection system (Lloyd Street parent)
- develop a more definite feeder pattern, parents also want opportunity to change their minds as needs change
- approves of fashioning definite feeder patterns, for both neighborhood and special programs, but allow flexibility
- set aside a certain percentage of seats for exceptional education students in every school
- believes that it is important to respond to parent interest in specialty schools
- suggests that money to finance specialties be gleaned from savings elsewhere in the system such as in internal operations
- recognize that while there is risk in any major change in school selection, so too, there is great opportunity for improvement
- suggests that teacher union and contract obstacles need to be dealt with if substantive reform is ever to be achieved
- suggests that if given more choice, parents will invariably choose the better schools and bad schools will close.
- construct new schools; it is the best course to follow, because what makes special schools special is their smaller size
- does not like walk zone idea, especially for specialty schools
- factor more parent accountability into the new school selection process
- replicate specialty schools
- favors establishment of feeder patterns for schools, but believes it should be applied to curricular programs as well as general neighborhood schools
- favors feeder patterns for specialty schools as well as for neighborhood general education schools.
- suggests that specialty schools should be expanded to meet the demand for them
- believes that better discipline should be imposed on students and staff and more accountability for results should be asked; this will rid the MPS of poor performers
- again advocates that there is considerable under used/surplus space in the school system for locating expanded programs
- save considerable money by reducing unneeded pupil transportation expense, and, by considering contracting out some central services
- develop incentives for change, such as in the case of the 3rd Friday in September enrollment count; before the 3rd Friday count schools are eager to receive students, but after this date, they are less than enthusiastic
- develop a better communications system for parents so they might know about choices and the procedures of the school selection system
- publicize that many non-specialty schools are performing as well as specialties; many of them offer the same range of courses as specialties
- recognize that, given the nature of the city's economics, the MPS will always have some failing schools, and this must be recognized
- concurs that walk zones are fine, but the possibility of resegregation also must be recognized
- replicate some specialty schools, but it is their special curriculum which makes them popular
- recognize that school safety and day care are issues the MPS can not deal with alone
- random selection is fine, but make it fairer
- the district needs to develop hard justifying data before it closes "failing" schools
- establish feeder patterns for both regular and specialty programs
- develop better methods of informing parents about options and the procedures in school selection.
- promote neighborhood schools
- suggests construction of new schools is the best option to meet the demand for more space

- favors the establishment of feeder patterns
- favors closing failing schools and reopening them for other purposes, only if parents have some input in the decision.

Madison High School

- suggests that this is a new era for public education, and new approaches and technologies should be applied
- advocates that the Board continue with the innovative school process
- favors replication of popular specialty programs.
- suggests that the Exceptional Educ. task force has not yet taken a position on a new MPS school selection process, more public input is needed
- expand those schools which are most successful
- suggests that option to expand neighborhood schools in areas where there are more kids than seats available is a big hoax; because this is not fiscally or politically possible
- suggests the district already has considerable surplus space to meet the demand for more space
- include exceptional education pupils in a revised school selection plan
- favors expanding popular specialties like Rufus King
- expand specialties like King, or the district will lose more parents to the private schools
- does not like the walk-zone option proposed
- suggests that high schools should compete with one another for students and give schools greater flexibility to set their own standards for student entry
- favors a more definite feeder pattern, but allow parents to change their minds later.
- favors strongly the replication of popular specialty programs
- opposes setting up any walk-zone preferences for city-wide specialties; feels this may only dilute them
- favors the "10% solution" for allowing exceptional education students in every building in the school system; siblings from the same exceptional education family should be permitted to enroll in the same school of their choice (co-chair of the broadly based exceptional education task force)
- believes city-wide specialties should be expanded
- favors feeder pattern for academic programs as well as neighborhood schools
- suggests some kind of eligibility requirements should be applied for specialty schools, tied to such items as academics, behavior and attendance
- believes the popular programs should be expanded
- has moved her children from private to public schools; favors specialty schools and suggests the popular ones be expanded
- believes many schools have equipment and technology which is not being used to the fullest extent
- believes as a black parent she had more difficulty than a white parent would in getting her daughter into Washington High school specialty a few years ago
- favors some kind of eligibility for entry into specialty schools
- had a child in a poorly performing school and it was devastating; once you're in one of these schools, it's tough to get out
- favors closing failing schools
- address safety and security of children to and from schools
- believes while specialty school process is complicated, it is workable
- favors standards be imposed for students remaining in and entering specialty schools, and that they should be expanded to meet the demand
- does not favor walk-zones for city-wide specialties
- wants some guarantee for specialty school students in lower grades to be able to enter similar middle and high school programs
- suggests some eligibility requirements should be imposed for entry into specialties
- spoke highly of Rufus King and indicated it is respected nationally; another reason why many parents want their children to enroll there
- continuation of points made at previous three public hearings; provide positive incentives for principals, such as rewarding them for enrolling students after the 3rd Friday in September enrollment count

- give cash incentives to those schools who enroll proportionately more exceptional education students
- focus responsibility on choice; break down the current confusing school selection information system for more people to more easily understand
- consider contracting out the whole process of school selection information system.
- accommodate all parents who desire specialty schools
- recognize that parental involvement is the key to successful schools
- believes private business has a role and an interest in working with the MPS for mutual benefit; the district needs to foster this relationship

General Summary of Opinion Surveys

- An overwhelming majority of respondents favored return to a neighborhood school system and maintenance of city-wide specialties. A large majority also favored expanding specialty programs where the longest waiting lists exist and are strongly opposed to walk-zone preferences for city-wide specialties.
- Construction of additions to existing schools was the most favored option for accommodating the need for more space in neighborhood schools and in meeting the demand for more specialty schools, followed by purchasing of vacant buildings and construction of new schools.
- Opinions were more evenly divided in questions on feeder patterns, policies to limit eligibility for transportation and whether school selection standards are advisable.

Detailed Summary of School Selection Survey

1) Should MPS return to a neighborhood school system as well as maintain selected city-wide specialties?

- An overwhelming majority of 83% said yes, 17% said no.

Summary of comments:

- allow parents to choose their own schools; all schools should be specialty schools
- increase parental involvement through more neighborhood schools
- require specialty schools should to have entrance requirements

2) How should the MPS meet space needs in neighborhood schools where there are more students than spaces available for them in the schools? Indicate your priority by ranking the six following options.

- Of the six options, construction of additions to existing schools was the overwhelming favorite, followed by purchase of vacant buildings and construction of new schools.
- Less chosen options were leasing space and charter schools respectively.

Summary of Comments:

- reduce the number of students per school and in classrooms
- lease if necessary, but then cancel lease after need diminishes
- repair/expand existing buildings to increase space

3) In helping address parent concerns about the safety of their children walking to neighborhood schools, what are some ways MPS and the City can work together to ensure safe neighborhoods, produce better housing and promote integrated neighborhoods?

Summary of comments:

- recognize that integration and safety is a city-wide issue and not just a school issue
- place more police and other staff and crossing guards in neighborhoods to better protect children going to and from schools

- work for more and better paying jobs and more affordable housing; better parent involvement would promote safety; stop busing.

4) Should the Board adopt policies to limit eligibility for transportation (check one or more of six options).

- There was nearly an equal selection for 5 of the 6 options noted (city-suburban exchange, overcrowding schools, city-wide specialties, exceptional education and safety purposes)
- The option chosen least was intra-district integration

Summary of comments:

- limit transportation to younger aged children; reduce busing for all students
- use Chapter 220 funds for local students only.

5) Should transportation policies be modified to provide services to neighborhood schools from specific day care providers?

- There was nearly equal number of yes and no answers, with a slightly greater number selecting yes.

Summary of comments:

- add day transportation for parents desiring/needing it
- make parents responsible for day care travel arrangements

6) Should MPS expand city-wide specialty schools where the longest waiting lists exist? (the six schools with the longest waiting lists are identified)

- Nearly 95% of the respondents said yes; 5% no.

If yes, how might this expanded space be provided? Indicate your priority by ranking the six identified options from high to low.

- The construction of additions to existing schools was the overwhelming favored option, followed almost equally by purchasing vacant buildings and constructing new buildings.
- Following by quite a margin from the above three options, were, in descending order, leasing space, closing schools and reopening them, and, lastly, by quite a margin, charter schools.

7) What type of a basic school assignment system do you prefer? (three options were provided, a) neighborhood school feeder pattern, b) geographic feeder patterns and c) academic feeder pattern)

- Each of the three feeder patterns were chosen in an almost equal number, with slightly more choosing academic feeder patterns, followed by neighborhood feeder patterns and then geographic feeder pattern.

Summary of comments:

- recognize that neighborhood schools help unify and involve the whole neighborhood
- develop neighborhood schools to be academic feeder patterns

8) Should city-wide specialty schools be required to have a walk-zone preference, thereby reserving a percentage of their seats for students who live in their neighborhoods?

- About 70% of those responding said no; 30% said yes.

Summary of comments:

- refuse to admit students to specialty schools if they are not interested
- don't change the current specialty school transportation system
- opposes creating walk-zone preferences for city wide schools.

9) Should MPS adopt policies on educational standards which tie a student's continued assignment to a school based upon; a) poor attendance, b) unacceptable behavior or c) poor achievement?

- An almost equal number of survey respondents chose unacceptable behavior (first) and poor attendance (second)
- Poor achievement was the least selected option, by about one-third.

Summary of comments:

- make parents responsible for their children's behavior in school
- apply high standards to all programs, to help remove disruptive/disinterested students, 2) need to develop programs that fight poor attendance, and 3) need to develop better program alternatives for suspended students.

10) Should MPS set policies to close schools because of poor academic achievement, low attendance, high drop out rates and other accountability criteria?

- About 60% of the survey respondents said yes; 40% said no.

Summary of comments:

- look at staffing changes before closing a school was commented by many respondents
- recognize that schools alone cannot deal with the social problems manifested by students
- hire dedicated teachers and fire non-performing teachers; establish accountability standards and enforce them, and recognize that society, not the school is the problem.

11) What changes are needed to improve parent understanding of the school selection process?

Summary of suggestions (from most cited to least):

- publicize the selection process, such as on television and radio
- send out monthly bulletins describing the selection process
- simplify the informational letters used, which are confusing;
- use trained parent liaison groups
- give more advance notice
- make literature easy to understand
- hold school meetings to explain options
- maintain current system, it is fine

General Summary of Letters

- Half of the letters opposed the 25%/55% preference options for city-wide specialty schools, with most responding from the Elm Creative Arts school
- The other letters commented on a wide-range of subjects from concern about busing costs to advancing the case for replicating Montessori programs to specific concerns with particular MPS programs.

Detailed Summary of Letters

Northwest (Engleberg)

- favors neighborhood schools
- opposed to busing children outside their attendance area
- recognize that parents of students enrolled from outside the area are not as involved as parents whose children are from the attendance area
- improve courtesy of bus drivers

Montessori should be expanded

- wants grades 6-8 expanded at both MacDowell and Greenfield
- favors replication of Montessori program elsewhere in the district
- likes exceptional education program for her son at Honey Creek school
- favors neighborhood schools to help reduce pupil transportation cost
- favors integrating exceptional education students more with regular students.

Dissatisfied parent for specific MPS programs

- opposes strongly busing to achieve racial integration; believes focus should be on providing financial assistance to minorities to allow for purchase of better homes elsewhere; millions wasted on pupil transportation
- recognize that School-To-Work is not working; suggests a mentor concept is better, where interested students might be matched with employers as apprentices
- believes head start program is a terrible waste; cost-benefits need to be documented; similar problems cited in Chapter 1 and bilingual programs
- conduct an independent analysis to identify MPS shortfalls.

Parent favors keeping Milw. High School for the Arts

- recognize that the MHSA program has greatly benefited her daughter; a wonderful program that is an asset to Milwaukee and its students; students learn to be creative and productive
- opposes dropping this program.

Grant School parent

- opposes busing; believes it wastes money and frustrates on-going parent and school contact
- favors busing for specialty schools and requiring some percentage of students to walk to their neighborhood schools
- believes disruptive students and truancy are major problems in schools; more special schools for these students are needed.

Why the haste to create a new system?

- suggests more time is needed to evaluate any needed changes in the school selection process; concerned that not enough will be known for parents this year to make informed choices
- a return to neighborhood schools must respect modern lifestyles which take parents and their children far outside their own neighborhoods for all sorts of things
- recognize that a return to neighborhood schools will only increase space shortages
- expend space but concentrate on most over subscribed programs; replicate specialties far from current ones to help reduce transportation costs
- make school selection customer driven
- opposes walk zone preference for city wide specialties

The other nine letters received by the Office of Board Governance were from parents at Elm Creative Arts School opposing the suggestion to create walk-zones for city-wide specialties. The following is a summary of their comments:

- recognize that school program integrity will be compromised and diluted if students in attendance area are permitted to enroll in the school.
- suggests parents of these students will be less committed to school success
- feels truly interested students in Elm Creative Arts school will have less of a chance to attend their school of choice.
- may pull out of the program if not able to choose Elm (a chapter 220 parent from a suburban district)
- do not change the current school selection process for Elm

Director Gardner moved to accept the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

COMMITTEE OF THE WHOLE

Director Fisher moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 11 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:57 PM.

The Committee of the Whole recessed from 9:12 to 9:25 PM and from 11:50 PM to 12:05 AM.

The Board rose from the Committee of the Whole at 12:58 AM.

Director Johnson, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 11 of the Regular Items of Business.

Director Sinicki moved that when the Board adjourns, it adjourn to 6:30 PM, November 30, 1995, to continue the items of business on this evening's agenda.

The motion prevailed, the vote being as follows:

Ayes—Fisher, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Gardner and Todd—2.

The Board adjourned at 1:02 AM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:39 PM.

Present—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Absent—Directors Fisher and Todd—2.

Vacancy on Board—1.

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

November 30, 1995

Emergency Meeting Notice

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Board of School Directors will meet on Thursday, November 30, 1995, At 6:30 PM, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing its adjourned regular meeting of November 29, 1995.

At 1:02 AM on Thursday, November 30, 1995, the Board adjourned its regular November 29, 1995 meeting to 6:30 PM on Thursday, November 30, 1995. At the time the Board adjourned, the public hearing portion of the meeting had been concluded, but the Board had taken no action on agenda items VII through XI.

At the continued meeting at 6:30 PM on November 30, 1995, the Board will consider and, where appropriate, take action on the following items listed in the original call of the meeting: VII. Regular Items of Business, VIII. Unfinished Business, IX. New Business, X. Communications and Petitions, and XI. Resolutions. The original order of business for the meeting is listed on the reverse side of this notice.

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

REGULAR ITEMS OF BUSINESS

(Item 1) Acceptance of Audit Report #603—Review of Student Assignment Process and Action on the Superintendent's Response to the Audit Recommendations

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance-Audit Services. Included in the plan was an audit of Milwaukee Public Schools' (MPS) Student Assignment Process.

2. A September 1995, study prepared for district administration by an independent contractor reviewed the first step in the student assignment process, which is the three choice selection process, and made recommendations to improve the selection process. Under the three-choice selection process, certain parents and guardians are required annually to identify the top three schools they would like their children to attend during the next school year.

3. The Office of Board Governance's audit of the student assignment process focused on these two steps in the assignment process: 1) the random assignment process, which includes central processing of three-choice applications, and 2) the process for filling vacant seats, for which schools are responsible after the random assignment process is complete. Audit objectives included:

- addressing the adequacy of the random assignment process in providing students equal access to schools of their choice; and

- determining whether school assignments that occurred during the summer and fall of 1995 were fair and appropriate when compared to the waiting list ranking of students.

4. The audit report is organized three sections:

a. Three-Choice Selection and Random Assignment Process;
b. Waiting Lists; and
c. Filling Vacant Student Seats.

5. The audit report includes seven recommendations to improve the waiting list information reported to the Board and to ensure schools are filling vacant student seats in an equitable manner.

6. The audit report has been transmitted to the Board under a separate cover. The report includes the audit findings and recommendations, the Superintendent's response to the recommendations, and the Chief Auditor's reply to the Superintendent's response.

Office of Board Governance recommendations

1. That the Board accept Audit Report #603-Review of Student Assignment Process.

2. That the Board determine what actions it wishes to take with respect to the Superintendent's response to the audit recommendations.

Director Gardner moved to accept Audit Report #603.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

Director Gardner moved that the Board accept the Superintendent's response to Audit Report #603, with the exception of recommendations #3, #4, #6 and #7, which will be referred back to the Superintendent to determine how improved computer tracking of assignments can eliminate the need for more funds for the recommended reports; and to report back to the Board on projected assignments and enrollments with and without the complementary school selection process.

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

Ayes—6; Noes—0.

* * * * *

(Item 2) Transmittal of Recommendations Regarding a Revised School Selection Process *(for action on December 13, 1995)*

A proposal for the MPS System of Public School Choice is attached. This proposed approach to school selection will overhaul the school selection process and move the district toward the goal of having all students attend the public schools they select. The development of the proposal was guided by the beliefs that improving education, increasing school choice, and maintaining diversity are complementary components of effective urban education.

Under this proposal, MPS will guarantee that parents will receive one of their three school choices for the 1996-97 school year. Within three years, the number of students receiving their first choice will be in the 90th percentile.

For parents, the MPS System of Public School Choice will:

- retain their child's current assignment, if they so desire
- enable more students to attend their neighborhood school
- expand seats in popular programs
- provide greater certainty in their child's school from kindergarten through grade 12
- enable students with exceptional education needs and bilingual needs the opportunity to attend their school of choice
- provide an option of an integrated school
- make schools more accountable to the needs of parents and students

For schools, the MPS System of Public School Choice will:

- expand seats in programs that are oversubscribed
- provide funds for schools to expand capacity to meet the needs of their students
- require each school to serve students with exceptional education needs
- close schools that few parents choose

For the district, the MPS System of Public School Choice will:

- continue with the reforms of decentralization, shared decision-making, continuous improvement, accountability, and increased parental involvement
- make MPS the schools of first choice
- reduce transportation costs

The following recommendations will require action by the Board of School Directors:

1. **Establish all high schools as city-wide schools.** Schools with a singular focus have been more successful in attracting students than those with only specialty programs.

2. **Expand the number of seats available for programs that are oversubscribed**. Requests for Proposals will be issued for charter schools to establish partnerships with schools that have large waitlists. Funds will be available for existing schools to build features of popular programs into their schools.

3. **Close schools or programs that few parents choose.** Parents ultimately decide which schools are successful, and which schools are not. Popular programs will be opened in those facilities.

4. **Approve the use of modular classroom space.** Twelve modular units would eliminate entry grade waitlists at twelve schools.

5. **Establish community schools.** A community school reserves the option of restricting applicants from outside its attendance area. Savings in transportation could fund programs and services for that community.

6. **Enhance the feeder patterns for schools.** Schools with the same educational focus, the same concepts of school governance, and even the same leadership could create their own "districts."

7. **Modify transportation policy to provide services to neighborhood schools from specific day care providers.** Transportation services could be provided to parents who take their children to day care centers in the neighborhood.

The report is being presented to the Board at its meeting on November 29, 1995, so that the Board may take appropriate action at its meeting on December 13, 1995.

* * * * *

(Item 3) Resolution by Director Small Regarding Replication of Successful Specialty Programs

Resolution

At its meeting on October 25, 1995, the Board referred the following resolution, which was introduced by Director Small, to the Committee of the Whole:

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 schools; 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 being back to the Board recommendations and plans regarding the replication of successful specialty programs in time to be considered with the FY97 budget.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

Director Small moved that the Board direct the administration to evaluate all current specialty 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 motion prevailed, the vote being the same as that preceding:

Ayes—6; Noes—0.

* * * * *

(Item 4) Acceptance of Addendum to Audit Report #602 - Review of Exceptional Education Programs and Action on the Superintendent's Response to the Addendum's Recommendations

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. The annual plan included a two-phase review of the Milwaukee Public Schools' (MPS) exceptional education programs. The Phase I audit report on exceptional education programs was provided to the Board in October 1995.

An analysis of trends in exceptional education referrals for MPS students based on the three-year period 1991-92, 1992-93, and 1993-94 was included in the scope of the Phase I review, but had not been completed in time to be released with the October Audit Committee materials. Diane S. Pollard, Ph.D., University of Wisconsin-Milwaukee, was engaged by the Office of Board Governance to conduct this analysis. The analysis is now complete and is being issued as an addendum to the original report.

2. Major findings of Dr. Pollard's study include that:

- Statistically-significant differences exist in the rate at which male and female students are referred, with males two to three times more likely than females to be referred for exceptional education services in each of the three years studied. Differences in male and female referral rates are consistent across ethnic groups. These differences are consistent with national trends in referrals for exceptional education services although the difference in male and female referrals found in this study is somewhat greater than national trends.

- Significant differences did not exist in the ethnicity of students referred for exceptional education services.

- Statistically-significant differences exist in the age at which referrals are made, with 60 percent of students referred from preschool through grade three. This referral pattern is consistent with increasing emphasis on early identification and intervention.

- No differences were found between referred and non-referred students based on socioeconomic status, which was measured in this report using eligibility for free or reduced lunch.

- 65.6 percent of referred students who are found to have exceptional education needs are concentrated in four exceptional education programs: 32.1 percent in speech and language, 16.5 percent in learning disabled, 9.4 percent in emotionally disturbed, and 7.5 percent in cognitively disabled.
- 76.7 percent of the total number of all referred students over the three-year period studied were placed within 90 days after referral, but 23.2 percent of all students referred did not receive placement offers within 90 days, as required by state and federal law.

3. Based on the finding that 23.2 percent of students did not receive placement offers as required by state and federal law, the Office of Board Governance–Audit Services recommended that District Administration implement new procedures to improve the percentage of students who receive exceptional education placement offers within the required 90-day timeline.

4. The complete report on exceptional education referral trends has been provided to the Board under a separate cover.

5. District administration has reviewed the report and prepared a response to the findings and the recommendation from the Office of Board Governance–Audit Services. The Superintendent's Response is included with the audit report.

Office of Board Governance recommendations

1. That the Board accept the report on Exceptional Education Referral Trends as an addendum to Audit Report #602 - Review of Exceptional Education Programs.

2. That the Board determine what action it wishes to take with respect to the Superintendent's Response to the report on exceptional education referral trends and the audit recommendation.

Director Gardner moved that the Board accept the addendum to Audit Report #602.

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

Ayes—6; Noes—0.

Director Johnson moved to postpone consideration of the Superintendent's response to the addendum to the December 20, 1995, Board meeting.

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

Ayes—6; Noes—0.

* * * * *

(Item 5) Report and Recommendations Regarding Exceptional Education Reform

Administration's Analysis

1. The Exceptional Education Reform Plan represents a new means of delivering services and programs. The aim of the reform plan is to ensure that students receive the services they need while moving services closer to students and parents, with the primary locus of control of these services moving to schools.

2. The guiding parameters of the exceptional education reform plan are:

- Services to students and parents will be delivered closer to schools and will be more responsive, effective, and efficient.

- The ability of each school will be increased to meet the diverse needs of all students, to do so in the least restrictive environment, and to directly address the issues of equity.

- Services delivered to students will be appropriate, based on the understanding that exceptional education is not a separate place for students, but a set of services designed to ensure access to regular curriculum and high standards.

- Compliance with federal and state laws protecting the rights of students who have disabilities will be maintained.

The reform plan was developed by a committee on Exceptional Education Reform. A list of committee members is attached. After completing an initial draft of the reform plan, focus group sessions were held with approximately 200 teachers, principals, parents, community members, and central services staff. Suggestions from these groups were used to produce the final plan.

3. The following changes will be made in the operation of the Division of Exceptional Education and Supportive Services, schools and other related Departments. The changes will affect both students and staff.

Changes Affecting Students:

- Services will be closer to parents and students.

- Assessments, M-Teams, IEP's and placements will increasingly take place in schools.

- Parents of students with exceptional education needs will participate in the school selection process.

- Students will be served in same school where they begin the year.

- Schools will build their capacity to meet the needs of all students.

Changes Affecting Staff:

- A smaller Division of Special Services will be created for necessary centralized functions, such as city-wide placements, low incidence programs, legal procedures, etc.

- Functions will be merged across departments.

- Procedures will take place as much as possible in schools.

- Clerical moneys will be decentralized.

- The position of Special Needs Coordinator will be created.

Eighty-six Special Needs Coordinator positions in schools and 17 Special Needs Coordinator positions which will remain centralized will be created by reallocation of moneys for the currently centralized positions of diagnostic teachers, case managers, consulting teachers, and program support teachers. The elimination of these positions will provide approximately $4,025,000 which will be moved to schools to support the special needs coordinators, and approximately $748,744 to support the Special Needs Coordinator positions which will remain centralized.

The special needs coordinator will

-- support all teachers in better meeting the needs of students having significant educational or behavioral difficulties

-- be responsible for M-team and reevaluation procedures, such as chairing team meetings and being reevaluation coordinator

-- provide educational and behavioral evaluations for initial referrals of students

-- chair initial IEP meetings (except for speech & language only students)

-- serve as the placement officer designee for all placements which take place within the M-team school and as the contact with supervisors for placements taking place outside the school

-- assist teachers and administrators with compliance issues

-- assist schools in providing a continuum of services in the least restrictive environment appropriate.

Strategic Plan Compatibility Statement

4. The adoption of this reform plan would support the Board goals related to academic achievement and equity.

Statute, Board Policy or Rule Statement

5. The Exceptional Education Reform Plan conforms to Board policies and state statutes.

Fiscal Impact Statement

6. Adoption of this recommended plan does not increase or decrease costs, although it involves a reallocation of positions and moneys from the Division to schools, with the exception of:

A one-time cost of $175,000 ($100,000 in FY96, $75,000 in FY97) for professional development for school principals on implementation and compliance issues, for special needs coordinators on their new job responsibilities, and for teachers with information on alternative strategies for meeting the needs of students with exceptional education needs. This amount represents a new cost which cannot be covered under existing budgets. The funds of $100,000 for FY96 will be reallocated from the teacher reserve fund and $75,000 will be included in the FY97 budget. The cost-benefit to the district is being able to build a

knowledge base in principals, special needs coordinators, and teachers to be able to use a new model of exceptional education service delivery to students and parents.

A cost of $30,000 in FY98 for a consultant to evaluate the effectiveness of the new model. The funds will come from FY98 budget initiatives.

A one-time cost of $225,000 ($50,000 in FY96, $175,000 in FY97) for technology, such as modems, CRTs, printers, cabling, and telephones so that special needs coordinators and supervisors can be linked for access to placement options, student information, compliance information, M-team processing, etc. The funds of $50,000 for FY96 will come from the teacher reserve fund and $175,000 will be included in the FY97 budget.

Locating most special needs coordinators, supervisors, employment training specialists, and clerical staff in schools will result in a reduction of at least 50% in the need for space at the Exceptional Education and Supportive Services Center.

Implementation and Assessment Plan

7. This reform plan will be implemented at the beginning of FY 97. A number of preparations will occur between the present time and August, 1996, as listed in the report.

Changes resulting from this reform plan that have contractual implications will require the administration to negotiate their impact with appropriate bargaining units.

The effectiveness of and client satisfaction with the model will be evaluated by a consultant, as well as by a committee of principals, parents, teachers, administrators, community representatives, and representatives from the Broadly-Based Task Force on Exceptional Education.

Superintendent's recommendations

1. That the Board accept the Exceptional Education Reform Plan (attached).

2. That the Board approve the creation of 103 positions of Special Needs Coordinator (teacher basis), with funding to be provided through the elimination of existing diagnostic teacher, case manager, consulting teacher and program support teacher positions.

3. That $150,000 be transferred from the teacher reserve fund to the Division of Exceptional Education & Supportive Services to support the FY96 requirements described in the Fiscal Impact Statement.

Director Small moved that the Board postpone action on the Exceptional Education Reform Plan until the December 13, 1995, Board meeting, and that hearing be given on the reform plan at the same time that the Board gives hearing on the proposed school closings.

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

Ayes—6; Noes—0.

* * * * *

(Item 6) Report from South Division High School on the Status of the Reform Movement

Under separate cover, Board members are receiving the South Division High School Reform Implementation Plan. This document is based on reform initiatives outlined in The Plan for the Academic and Socio-Cultural Transformation of an Urban High School, which was submitted to the Board of School Directors in 1994.

The Reform Implementation Plan establishes five working committees as the vehicle through which reform will be instituted.

- Curriculum and Instruction
- Staffing and Professional Development
- School Climate and Support Services
- School and Community Relations
- Languages and Cultures

During the latter part of the 1994-95 school year and the beginning of the 1995-96 school year, all staff participated in the committees mentioned above and furnished their input to develop activities to address the charges of each committee. These activities are to be performed by all South Division staff for the sole purpose of improving student academic achievement and bringing about a lasting change in the climate of the school.

Parents, community, the Center for Urban and Community Development at UWM, the National Education Association, the Wisconsin Education Association Council, and the Milwaukee Teachers Education Association have contributed greatly and will continue to do so. Efforts will be made to include additional parental input.

* * * * *

(Item 7) Communication from Sebastian Riccobono Regarding a United South Division High School

Communication

At its meeting on October 25, 1995, the Board referred a communication from Sebastian Riccobono, South Division High School Alumni Association,, to the Committee of the Whole.

Mr. Riccobono is requesting that the Board consider a resolution for a united South Division High School. A copy of the communication with the resolution is attached.

Recommendation

That hearing be given to Sebastian Riccobono and other interested parties.

Director Gardner moved that the Board authorize and hold elections, conducted by the City of Milwaukee Election Commission, among the parents of students currently attending South Division High School, to elect a nine-member interim parent body, composed of parents of students currently attending South Division High School; and that the Board hear a proposal from those elected parents on the number, composition and representation of a governance structure for South Division High School.

After discussion, Director Small moved the previous question.

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

Ayes—Directors Gardner and O'Neil—2.

Noes—Directors Johnson, Sinicki, Small and President Bills—4.

* * * * *

(Item 8) Report on Data Requested by the Board on November 15, 1995, (School Performance, Facilities Inventory, Most Popular Programs/Schools and Demographic Information) and Recommendations to Close Schools

Administration's Analysis

1. The administration is proposing the following recommendations in order to bring our school district into the 21st Century with an educational agenda that will meet the needs of our students and our community.

2. It is recommended that several schools be closed and reconstituted for the 1996-97 school year. **This means that the students may remain at the schools and staffs are changed.** The choice of which schools is being made based on the district's accountability data with a consideration for issues of climate. Information regarding schools which was requested by the Board at its meeting on November 15, 1995, is attached.

3. In addition:
   - Some programs will be replicated at other schools.
   - Some schools will change their educational focus.
   - Some schools will be identified for special attention.
   - Additional schools will be targeted for improvement during the 1997-98 school year.
   - All-day kindergarten programs will be expanded at both school and community sites. Three will have a Montessori focus, three will have an arts focus, and the remainder will have an early childhood focus.
   - Montessori programs will be expanded. For example, Craig School could become a Montessori School, growing its own program.
   - Extended day programs will be replicated at sites to be determined.
   - Opportunities for breaking out of the traditional grade level designations, breaking from the high school Carnegie unit, and other innovative ideas will be explored.

4. Plans for High Schools

SCHOOLS TO BE CLOSED AND RECONSTITUTED IN 1996-97:

High School #1 and #2 will be closed and reconstituted in 1996-97.

1. Students remain assigned to the school or may make a choice during the school selection process
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. A school planning team (to include parent and community representation) will be involved in planning new program. The new program will consider at a minimum the following points:
   - Must plan program that includes effective schools research.
   - Must do school within a school or similar concept.
   - Must include a Parent/Community Governance structure.
   - Must address delivery of the instructional program, (e.g. moving away from the Carnegie unit, changing the school day, using technology, etc.)
   - Must include plans for all students (including exceptional education and alternative education).
   - Must prepare students for college.
   - Must have community focus.
   - Will receive same funding as previously.

High School #3 will be closed and reconstituted in 1996-97.

1. Students remain assigned to the school or may make a choice during the school selection process
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. Same points as #3 above with the addition of:
   - College Bound Program

REVIEW OF FOCUS IN 1996-97:

High School #4 will not be closed and reconstituted but will review/revise its focus for 1996-97.

- The school will review how it is configured at this time in order to see if it is meeting the needs of current and future students.

CHANGE IN FOCUS IN 1996-97:

High School #5 will change its focus in 1996-97.

1. Students remain assigned to the school or may make a choice during the school selection process.
2. Principal convenes planning activity to institute University High School program.
   - Must work with a pre identified university/college.
   - Will receive same funding as previously.

PLANS FOR 1997-98
High School #6
High School #7
High School #8
High School #9

Planning can begin in 1996-97 with local school funding.

5. Plans for Middle Schools

SCHOOLS TO BE CLOSED AND RECONSTITUTED IN 1996-97:
Middle School #1 will be closed and reconstituted in 1996-97.
Middle School #2 will be closed and reconstituted in 1996-97.
1. Students remain assigned to the school or may make a choice during the school selection process.
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. A school planning team (to include parent and community representation) will be involved in planning a new program. The new program will consider at a minimum the following points:
   - Must plan program that includes Carnegie report, "Turning Points."
   - Must do school within a school or similar concept.
   - Encouraged to change school day.
   - Must include plans for all students (including exceptional education and alternative education).
   - Must have community focus.
   - Will receive same funding as previously.

REVIEW OF FOCUS IN 1996-97:
Middle School #3 will review/revise its focus in 1996-97.

PLANS FOR 1997-98:
Middle School #4
Middle School #5
Middle School #6
Middle School #7

Planning can begin in 1996-97 with local school funding.

6. Plans for K-8 Schools

REVIEW OF FOCUS IN 1996-97:
School #1 will begin an arts specialty program, grades 1-8.

Plans for 1997-98:
School #2
School #3

Planning can begin in 1996-97 with local school funding.

7. Plans for Elementary Schools

SCHOOLS TO BE CLOSED AND RECONSTITUTED IN 1996-97:
Elementary School #1 will be closed and reconstituted in 1996-97.
1. Students remain assigned to the school or may make a choice during the school selection process
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. A school planning team (to include parent and community representation) will be involved in planning a new program. The new program will consider at a minimum the following points:
   - Must plan program that includes effective schools research.

- Must do school within a school or similar concept.
- Encouraged to change school day.
- Must include plans for all students.
- Community focus.
- Same funding as previously.

REVIEW OF FOCUS IN 1996-97:
Elementary School #2 will review/revise its focus in 1996-97.

PLANS FOR 1997-98:
Elementary School #3
Elementary School #4
Elementary School #5
Elementary School #6

8. Other possible directions for change include:
   - Increase the number of extended day programs offered at elementary schools.
   - Increase the number of seats for Montessori programs.
   - Create a small program for middle school students in humanities and visual arts at 8th Street, with the program to be moved to another site in the future.
   - Locate a new site for the Wisconsin Conservatory of Life-Long Learning, which will remain at its present site for one additional year.

Strategic Plan Compatibility Statement

9. High performing schools are distinguished by having a clear, unified mission, high standards, and strong, stable leadership (including strong teacher leaders). In opening new schools, the district needs to pursue a process that builds schools with the essential components of success, including a process for periodic, ongoing review and change. The *K-12 Teaching and Learning Goals* and *School-to-Work* will remain as our reform agenda.

Statute, Board Policy or Rule Statement

10. Wisconsin State Statute 119.18(23) *School Closings* empowers the board to close any school that it determines is low in performance by adopting a resolution to that effect. The superintendent may reassign the school's staff members without regard to seniority in service.

Fiscal Impact Statement

11. Schools that are closed and reopened or have a change in their focus will be expected to operate within their current budget. However, there will be some one-time start-up costs for new or re-opened schools. These costs will be considered as part of the FY97 budget.

Implementation and Assessment Plan

12. Staff members from the Department of Leadership Services will coordinate the planning process for schools that are being closed and reopened. Members of other central cervices departments will be involved as appropriate. Members of the community will play an active role in the planning of the program, as well as in the governance structure of the reconstituted schools.

An oversight committee of 3-4 top-level administrators will coordinate the planning and timing of the process.

Superintendent’s recommendation

That the Board schedule action, for its meeting on December 20, 1995, in the form of the statutorily required resolution, on the Superintendent's recommendations for school closings:

South Division High School to be closed and reconstituted in 1996-97;
North Division High School to be closed and reconstituted in 1996-97;
Madison High School to be closed and reconstituted in 1996-97;
Malcolm X Academy to be closed and reconstituted in 1996-97;
Parkman Middle School to be closed and reconstituted in 1996-97; and

Palmer Elementary School to be closed and reconstituted in 1996-97.

Director Sinicki moved:

A. That the Board schedule action, for its meeting on December 20, 1995, in the form of the statutorily required resolution, on the Superintendent's recommendations for school closings:

South Division High School to be closed and reconstituted in 1996-97;
North Division High School to be closed and reconstituted in 1996-97;
Madison High School to be closed and reconstituted in 1996-97;
Malcolm X Academy to be closed and reconstituted in 1996-97;
Parkman Middle School to be closed and reconstituted in 1996-97; and
Palmer Elementary School to be closed and reconstituted in 1996-97.

B. That the Board schedule action, for its meeting on December 20, 1995, on the Superintendent's recommendations for

1) Schools to undergo a review of focus for 1996-97:
Custer High School
Lincoln Middle School
Burdick Elementary School (K-8); and
Thirty-eighth Street Elementary School.

2) School to have a change in focus for 1996-97:
Bay View High School (university-type program).

3) Schools to begin planning for 1997-98:
Marshall High School;
Pulaski High School;
Washington High School;
Vincent High School;
Edison Middle School;
Muir Middle School;
Kosciuszko Middle School;
Steuben Middle School;
Fernwood Elementary School (K-8);
Gaenslen Elementary School (K-8);
Thirty-seventh Street Elementary School;
Franklin Elementary School;
Maple Tree Elementary School; and
LaFollette Elementary School.

Director Johnson requested separate consideration of the six schools to be closed and reconstituted.

There being no objection, the request was granted.

Director Johnson moved to amend the motion by adding Thirty-seventh Street, Franklin, Maple Tree, Thirty-eighth Street, LaFollette, Congress and Irving Elementary Schools to the list of schools to be closed and reconstituted for 1996-97.

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

Ayes—Director Johnson—1.

Noes—Directors Gardner, O'Neil, Sinicki, Small and President Bills—5.

Director Johnson withdrew his request for separate consideration.

The question being on the motion to schedule action on the Superintendent's recommendations for school closings and for 1996-97, review of focus for 1996-97, change of focus for 1996-97 and planning for 1997-98, the motion was adopted, the vote being as follows:

Ayes—Directors Gardner, Sinicki, Small and President Bills—4.

Noes—Directors Johnson and O'Neil—2.

* * * * *

(Item 9) Action to Schedule and Hold Public Hearings for the Closing of Schools

Office of Board Governance Analysis

1. If the Board decides to proceed with the Superintendent's recommendations for closing schools, it will be necessary to schedule ample time for public hearing, so that school staff members, students, parents and other members of the school community will have the opportunity to make their opinions known to the Board.

2. The Office of Board Governance is recommending that the Board hold two hearings to receive public input. These hearings would be held from 9:00 AM to 9:00 PM on Thursday, December 7 and Monday, December 11 in the Donald J. O'Connell Memorial Auditorium of the School Administration Building, 5225 West Vliet Street.

3. Scheduling the hearings early in December will allow time for the transcripts to be prepared as well as summaries of the testimony, so that the Board will have a chance to review them prior to the meeting on December 20.

4. A court reporter will be present at both hearings, and an audio tape will be made of the hearings as well. Two or three Board members would need to be present at any particular time, along with the Superintendent, Deputy Superintendent or one of his department directors, and a staff member from the Office of Board Governance.

5. If the hearings are approved by the Board, a plan to alert schools and the public will be developed in conjunction with the Department of Public Affairs.

Office of Board Governance recommendation

That the Board schedule public hearings on the Superintendent's recommendations for school closings on Thursday, December 7 and Monday, December 11, from 9:00 AM to 9:00 PM, in the Donald J. O'Connell Memorial Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

Director Small moved to approve the recommendations of the Office of Board Governance, with the additional provision that the schools identified by the Superintendent

for review or change of focus for 1996-97 and for planning for 1997-98, as well as the Exceptional Education Reform Plan, be included in the hearings.

Director Gardner moved to amend by striking the words "as well as the Exceptional Education Reform Plan."

The amendment failed for lack of a second.

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

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 10) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Acceptance of the 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, School Social Workers and Physical Therapists

2. The Superintendent recommends that the Board approve the following appointments of teachers and physical therapists, 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for October, 1995 is attached. This is an informational report; no action is required.

Superintendent's Recommendation

That the Board approve the classified personnel transactions, appointments of certificated personnel and the leaves of absence as listed below.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date

APPOINTMENTS

Larry Beatty Comm. Rec. & Ed. Serv.	Activity Specialist $9.97/hr.($20,737.60/yr.)	11-27-95

APPOINTMENTS, continued

Nanett Braun Pupil Transportation	Transportation Assistant $35,000.00/yr.	10-09-95
Dennis Blohowiak Fac. & Main.	Bricklayer $22.64/hr.($45,280.00/yr.)	10-30-95
Sharon Haft Madison	Clerk Typist I $13,251.11/yr.	11-01-95
John Hartmann School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Lisa Hochschild Lincoln Middle	Clerk Typist I $13,251.11/yr.	10-30-95
Anthony Jacobs School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Blanca Klein Holmes	Clerk Typist I $13,251.11/yr.	10-03-95
Jeanine Krokowski 78th	Clerk Typist I $13,251.11/yr.	10-30-95
Linda Kunz Sarah Scott	Clerk Typist I $13,251.11/yr.	10-30-95
Rosa Leaman C & I - Title I	Clerk Typist I $15,982.46/yr.	10-30-95
Cathleen Lee School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	10-30-95
Sonthana Rajaphoumi School Safety	School Safety Assistant $14,780.48/yr.	08-30-95
Michael Reid Fac. & Main.	Automotive Mechanic $27,121.12/yr.	11-06-95
Robert Rispalje, Sr. School Safety	School Safety Assistant $14,780.48/yr.	10-02-95
Janel Scherer Pleasant View Alt.	School Secretary I $12.04/hr.($9,632.00/yr.)	11-06-95
Kathy Schwartz 78th	School Secretary I $18,692.00/yr.	10-30-95
Teryes Thomas School Safety	School Safety Assistant $14,780.48/yr.	10-02-95
Nanette Zelinski School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	10-30-95

PROMOTIONS

Name and Assignment	Position and Salary	Date
Evelyn Bivins School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	10-30-95
Donna Byrd Garden Homes	School Secretary I $15,157.33/yr.	11-09-95
Wanda Canser School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	10-16-95
Michael Dahl Fac. & Main.	Laborer Crewleader $18.01/hr.($36,020.00/yr.)	09-19-95
Monica Dickerson Kluge	School Secretary I $15,157.33/yr.	11-22-95
Robert Egger Fac. & Main.	Automotive Mechanic Foreman $35,156.94/yr.	08-28-95
Dorothy Fowler Congress	School Secretary I $15,157.33/yr.	11-22-95
Tangela Gandy Edison	School Secretary I $15,157.33/yr.	11-22-95
Kathleen Hart Cass	School Secretary I $15,157.33/yr.	10-27-95
Mark Knippel Fac. & Main.	Carpenter Crewleader $19.92/hr.($39,840.00/yr.)	10-02-95
Adrienne Lathan Purchasing	School Secretary I $18,270.72/yr.	11-06-95
Bruce Meyer Fac. & Main.	Bricklayer Sub Foreman $50,277.50/yr.	08-28-95
Joanne Nowak Philipp	Food Service Manager II $13,568.64/yr.	10-02-95
Deborah Patti Hi-Mount	Food Service Manager II $13,936.42/yr.	10-02-95
Michael Porgorzelski Fac. & Main.	Sheet Metal Crewleader $22.01/hr.($44,020.00/yr.)	09-28-95
Susan Ramstack Parent/Student Services	Coordinator of Pupil Transportation Scheduling $43,821.44/yr.	09-25-95
Kathryn Rein Neeskara	Food Service Manager I $12,931.34/yr.	10-17-95
Angela Robinson	School Secretary I	10-27-95

Muir	$15,157.33/yr.

PROMOTIONS, continued

John Skiba Fac. & Main.	Steamfitter Crewleader $23.89/hr.($47,780.00/yr.)	09-26-95
Roman Socolick Douglass	Food Service Manager I $12,931.34/yr.	10-17-95
Jeanine Teetz Ins. & Risk Mgmt.	Account Clerk I $20,322.38/yr.	10-02-95
Linda Thatcher School Nutrition	Food Service Manager Trainee $8.61/hr.($11,511.57/yr.)	10-30-95
David Torres Fac. & Main.	Electrical Crewleader $22.07/hr.($44,140.00/yr.)	10-02-95
Dianne Williams Wright	School Secretary I $15,157.33/yr.	10-27-95
Eleanor Wojnar Maryland	School Secretary I $15,157.33/yr.	11-22-95

REINSTATEMENTS

Mary Cardosa Emerson	School Secretary I $18,466.00/yr.	10-23-95

CHANGES IN STATUS

Lewis Adams Alcott	Handicapped Children's Assistant $11,274.31/yr.	10-23-95
Nina Atkisson 53rd	Handicapped Children's Assistant $11,274.31/yr.	10-16-95
James Bates Milw. Spanish Immers.	Handicapped Children's Assistant $11,274.31/yr.	10-04-95
Ana Cocroft 65th	Handicapped Children's Assistant $11,274.31/yr.	10-16-95
Catherine Davis Bell	Handicapped Children's Assistant $11,274.31/yr.	10-16-95
Karen Delker Fernwood	Clerk Typist I $13,251.11/yr.	10-09-95
Lisa Lipsey EESSC	Handicapped Children's Assistant $11,274.31/yr.	10-31-95
Cynthia Radloff School Nutrition	School Secretary I $23,189.66/yr.	12-18-95
Delores Schulze	Food Service Manager II	08-28-95

Whitman	$17,813.08/yr.

CHANGES IN STATUS, continued

Dawn Trombley Whitman	Handicapped Children's Assistant $11,274.31/yr.	10-31-95
Dorcas Wesson Vincent	Handicapped Children's Assistant $11,274.31/yr.	10-31-95
Linda Williams Lavarnway	School Secretary I $19,257.33/yr.	11-06-95

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS, SCHOOL SOCIAL WORKERS AND PHYSICAL THERAPISTS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 7, 1995, and September 19, 1995, inclusive:				
(r)	Humphrey B. McMorris Biology/Chemistry	B	24,413	0	09-18-95
	Effective between September 20, 1995, and October 2, 1995, inclusive:				
(nr)	Paula K. Allmann Elementary	B	29,296	4	09-25-95
(nr)	Timothy W. Baranzyk C. D.	BB	30,760	4	10-02-95
(r)	Fred T. Dawson E. D.	B	24,413	0	09-25-95
(r)	Luz M. Lebron L. D. - Bilingual	B	24,413	0	09-26-95
(r)	Edet E. Udoeyop E. D.	B	24,413	0	09-25-95
(r)	Penelope L. Urben EC:EEN	B	24,413	0	09-25-95
(r)	Nicholas M. Verban L. D.	B	26,854	2	09-25-95
	Effective between October 3, 1995, and October 13, 1995, inclusive:				
(nr)	Tiffany A. Corby EC:EEN	B	24,413	0	10-06-95
(r)	Marina C. Culp	B	24,413	0	10-05-95

E. D.

(r)	LaShawnda R. Davis-Perry Guidance	C	27,587	0	10-04-95
(nr)	Christa R. Godersky Occupational Therapy	B	25,634	1	10-09-95

Effective between October 3, 1995, and October 13, 1995, inclusive:

(r)	Kathy Y. Loechler L. D.	C	31,725	3	10-06-95
(nr)	Brenda I. McGregor E. D.	B	26,854	2	10-13-95

Effective between October 16, 1995, and October 26, 1995, inclusive:

(nr)	Elisabeth M. Biersack Upper Elementary	B	25,634	1	10-16-95
(nr)	Janice F. Duff C. D.	B	32,958	7	10-18-95
(r)	Rose Mary Muller Home Economics/Art	B	24,413	0	10-16-95
(r)	Jacqueline S. Stichart Kindergarten	B	24,413	0	10-20-95
(r)	Andrew E. Stuart C. D.	B	24,413	0	10-16-95

Effective between October 27, 1995, and November 8, 1995, inclusive:

(nr)	Peter M. Corica Upper Elem./Science	B	28,075	3	10-30-95
(r)	Nicole C. Kirksey Business Education	B	24,413	0	11-01-95

School Social Workers - Schedule 02

Effective between October 27, 1995, and November 8, 1995, inclusive:

(r)	Joann Moncrieffe		46,536	7	11-01-95

Physical Therapists - Schedule 04

Effective between October 3, 1995, and October 13, 1995, inclusive:

(nr)	Annette M. Knuese		31,554	0	10-09-95

(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 1996:		
Evelyn Benson	King H.S.	November 4, 1995
Personal Leave, to January 1996:		
Paul Dang	Madison	October 6, 1995
Illness Leave, to January 26, 1996:		
Sara Brust	Alternative Programs	October 13, 1995
Illness Leave, to June 14, 1996:		
Cecil Berry	Milwaukee Tech	October 18, 1995
Maternity Leave, to June 14, 1996:		
Lynn Newman	Garfield	October 9, 1995
Extension of Personal Leave, to June 14, 1996:		
Erin Krause	From Leave	January 29, 1996

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Carol J. Abraham	Teacher	01-26-96
Dorothy Christiansen	Teacher	10-02-95
Joel A. Fisher	Teacher	09-29-95
Bobbie A. Griffin	Ass't. Prin.	10-04-95
Richard J. Hubbell	Teacher	08-29-95
Batya R. Krueger	Teacher	10-27-95
Ellen L. Latorraca	Teacher	09-22-95
Jason J. Lau	Psychologist	10-20-95
Mark L. Leoni	Teacher	10-06-95
Christine M. Levine	Psychologist	06-30-95
Cynthia A. Marino	Teacher Mntr.	08-29-95
Lynn A. Mork	Teacher	10-06-95
Cheri L. Riehle	Occup. Ther.	09-20-95
Verlean Ruffin	Teacher	10-20-95
Steve Vitas	Teacher	01-26-96

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 11) 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.

Superintendent's recommendation

That the Board promote the following individuals to the classifications indicated, effective upon assignment:

(r)	Christine Harris	Parent Service Center Specialist Parent Service Center	Schedule III, Range 00A $26,254
(r)	Olivia Soto	Parent Service Center Specialist Parent Service Center	Schedule III, Range 00A $26,254
(r)	Scott Temperly	School Technology Instructional Specialist—Department of Technology	Schedule III, Range 10A $65,619

r - Resident
nr - Non-resident

Director Small moved to approve the Superintendent's recommendations.

Director O'Neil requested separation of the question.

There being no objection, the request was granted.

The question being on approval of the promotions of Ms. Harris and Ms. Soto, they were approved, the vote being as follows:

Ayes—Directors Gardner, Johnson, Sinicki, Small and President Bills—5.

Noes—Director O'Neil—1.

The question being on approval of the promotion of Mr. Temperly, it was approved, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Sinicki and Small—4.

Noes—Director Johnson and President Bills—2.

* * * * *

UNFINISHED BUSINESS

(Item A) Approval of a Request to Add Sixth, Seventh and Eighth Grades to MacDowell Montessori School

Administration's Analysis

1. MacDowell Montessori is requesting that approval be granted to include sixth, seventh and eighth grade students in their school beginning in the 1996 school year. The rationale is as follows:

The sixth grade would be the first phase of this expansion. The sixth grade is an essential part of the Montessori philosophy of multi-age, multi-grade groupings. There are four planes of development: 3 through 6 years (primary department), 6 through nine years (lower elementary), and nine through 12 years (upper elementary). The inclusion of grade 6 children with the existing grade 4 and 5 upper elementary groupings would allow MacDowell to implement the Montessori curriculum as it is intended, including peer role modeling and teaching.

Space for the additional grade 6 children is available because of attrition in the existing grade 4-5 classrooms. The sixth grade students would offset the effects of attrition.

A survey of the existing parents in the school suggests an overwhelming support for this expansion. There were 131 surveys returned, 124 were in favor of keeping their child at MacDowell and seven would send their children to another middle school site. The results of a MacDowell staff survey were: of the 27 certified staff 24 were in favor and 3 were opposed, of the 24 support staff 23 were in favor and 1 was opposed.

Currently there are 44 fifth grade students at MacDowell. MacDowell would have space for 24 of the children at the sixth grade level. A random selection prior to open enrollment in February would have to occur for the 24 open seats at MacDowell if more children than available seats applied to stay for grade 6.

2. The second phase of the expansion would be to allow the sixth grade students to remain at MacDowell for the 1997-98 school year as seventh graders and the following year 1998-99 MacDowell would retain eighth graders. The rational is as follows:

Grades 7 and 8 are a natural extension of the Montessori philosophy of multi-age, and multi-grade groupings. This adolescent program will further serve the academic and developmental needs of the adolescent Montessori student in preparation for adult life through the vision, philosophy and method of Dr. Maria Montessori in conjunction with the K-12 Goals and Standards of Milwaukee Public Schools.

Grade 7 and 8 curriculum has been developed with the staff at Greenfield and MacDowell Montessori Schools during the Summer of 1995 in conjunction with the K-12 Teaching and Learning Goals.

Inclusion of the grade 7 and grade 8 program will benefit the grade 6 program because of the continuation of the middle school. Parents will be assured of a grade 7 seat. Inclusion of grade 7 and grade 8 will not reduce the number of seats in the lower grades.

Exceptional Education students will be included in the grade 7 and 8 program by allowing students who are diagnosed with exceptional education needs to continue at MacDowell. Space is available for the addition of this program because an exceptional education class was closed at MacDowell in the fall of 1995 and there is a classroom available that has been used as an activity room. In these two rooms there would be accommodations for up to 50-55 7th and 8th grade students.

3. The district presently has nine K-8 schools.

Strategic Plan Compatibility Statement

4. The inclusion of grade 7 and grade 8 students is a natural extension of the adolescent Montessori curriculum. This modification supports School Board goals related to academic achievement; i.e., K-12

teaching and learning goals, staff empowerment, parent support and involvement and student involvement and empowerment.

Statute, Board Policy or Rule Statement

5. This action requires a waiver from the grade level organization described in the Board adopted MPS Facilities Master Plan, where the approved organization is grades K-5 in the elementary schools, grades 6-8 in the middle schools and grades 9-12 in the high schools.

Fiscal Impact Statement

6. Adoption of this recommendation would require the funding of two additional teachers to be added to MacDowell's budget. One teacher would be needed for the 7th grade in the 1997-98 school year and one teacher would be needed for the 8th grade in the 1998-99 school year.

Implementation and Assessment Plan

7. The grade 6 part of this plan would be implemented in the 1996-97 school year. The grade 7 part of this plan would be implemented in the 1997-98 school year. The grade 8 part of this plan would be implemented in the 1998-99 school year. Parents whose children are in grade 5 during the 1995-96 school year, would make their selection of this grade 6 program in January and February of 1996. Parents whose children are in grade 6 during the 1996-97 school year, would make their selection of this grade 7 program in January and February of 1997. Parents whose children are in grade 7 during the 1997-98 school year, would make their selection of this grade 8 program in January and February of 1998.

8. The assessment of this plan will be made by determining whether an adequate number of grade 6 students entered the program to allow for the Montessori goals to be accomplished. The MacDowell 6, 7 and 8 grade students will be assessed by the same district measures that other grade 6, 7 and grade 8 students throughout the city take.

Superintendent's recommendation

That the portion of the MPS Facilities Master Plan relating to grade structure be waived to allow MacDowell Montessori School to expand to grade 6 for the 1996-97 school year, to grade 7 for the 1997-98 school year and to grade 8 for the 1998-99 school year.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item B) Communication from Jeri Rose Regarding a Change in the Lloyd Street School Feeder Pattern

Communication

1. At its meeting on October 25, 1995, the Board referred a communication from Jeri Rose to the Committee of the Whole. A copy of the communication is attached.

2. Ms. Rose is requesting that the Board give consideration to making a change in the Lloyd Street School Feeder pattern from the current Sarah Scott Middle School to Grand Avenue Middle School.

Superintendent's recommendation

That the Board determine what action it wishes to take with respect to the request.

Director Sinicki moved that the Board change the Lloyd Street School feeder from Sarah Scott Middle School to Grand Avenue Middle School.

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

Ayes—6; Noes—0.

* * * * *

COMMUNICATIONS AND PETITIONS

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

Communication from Local 150 Regarding Custodial and Maintenance Staff at the Demmer Building, and the Kilmer and Appleton Avenue Sites

Referred to the Committee of the Whole.

Communication from Highland Community School Requesting to Become a Charter School

Referred to the Committee of the Whole.

Communication from Cindy Zautcke and Three Other Teachers Requesting the Establishment of a Charter School

Referred to the Committee of the Whole.

Communication from Seeds of Health Submitting a Charter School Proposal

Referred to the Committee of the Whole.

Communication from Assata Alternative High School Submitting a Charter School Proposal

Referred to the Committee of the Whole.

Communication from Aurora Weier Educational Center Submitting a Charter School Proposal

Referred to the Committee of the Whole.

Communication from Silver Spring Neighborhood Center-Academy Submitting a Charter School Proposal

Referred to the Committee of the Whole.

Communication from Learning Enterprise of Wisconsin, Inc. Submitting a Charter School Proposal

Referred to the Committee of the Whole.

Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Shalom High School and Northwest Opportunities Vocational Academy

Referred to the Committee of the Whole.

Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Northwest Opportunities Vocational Academy

Referred to the Committee of the Whole.

* * * * *

RESOLUTIONS

By Director Johnson:

WHEREAS, Milwaukee Public Schools has been increasing its standards of achievement for its students; and

WHEREAS, In recent years, the Milwaukee Public Schools has eliminated remedial English, eliminated remedial math, instituted algebra as a graduation requirement, and added an additional credit of arts for graduation; and

WHEREAS, The Milwaukee Public Schools has been asked to add character education and community service as standards and as requirements for graduation; and

WHEREAS, In order for students to meet the requirements for graduation they must first meet grade level requirements that are consistent with the new standards; and

WHEREAS, Many parents are not aware of what their children should know at each grade level; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors will develop a set of standards by grade level; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors will develop guidelines to implement these standards per grade level; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will make these standards known to all of its staff; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will inform parents as to what standards their child should meet and their role in helping their child and our student to achieve those standards.

Referred to the Committee of the Whole.

By Directors Sinicki and Gardner:

WHEREAS, In accordance with the MTEA contract, either the Board or the MTEA must notify the other, in writing, no sooner than July 1, 1994, if it intends to sunset the provisions of Part XIII of the contract relating to School Based Management; and

WHEREAS, If either party invokes the sunset notice, it is agreed that the MTEA and MBSD will agree to meet within sixty (60) days from the notice for the purpose of trying to arrive at successor contract language; and

WHEREAS, If the MTEA and MBSD are unable to arrive at mutually agreeable terms, the language in Part XIII will sunset one (1) year from the date of written notice; now, therefore, it

RESOLVED, That the Milwaukee Board of School Directors invoke the School Based Management sunset clause in the MTEA contract; and be it

FURTHER RESOLVED, That the Board instruct its Clerk to notify the MTEA in writing, of its intent to sunset the provisions of Part XIII of the contract relating to School Based Management.

Director Johnson moved to suspend Board Rule 1.10 (1) in order to permit immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

Director Sinicki moved that the Board adopt the resolution.

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

Ayes—6; Noes—0.

* * * * *

The Board adjourned at 8:32 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 4, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:37 PM.

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

Absent—None.

Vacancy on Board—1.

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

November 30, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Monday, December 4, 1995, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing the district's Facilities Master Plan.

NANCY R. NOESKE
Director

The Superintendent presented a report on the district's Facilities Master Plan, followed by discussion by Board members.

The Board adjourned at 9:04 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 5, 1995

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

Present—Directors Fisher, Gardner (excused at 6:30 PM), Johnson, O'Neil, Sinicki, Todd and President Bills—7.

Absent and excused—Director Small—1.

Vacancy on Board—1.

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

November 30, 1995

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, Tuesday, December 5, 1995, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing in the matter of an appeal of disciplinary action under part IV, Section N (1) (e) (2) of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers).

The meeting will be held in public or private at the request of the teacher, 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

Director Sinicki moved that the Board resolved itself into a Committee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) (e) (2) of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers).

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:26 PM.

At the request of the teacher, the hearing was closed.

The Committee of the Whole retired to executive session at 9:15 PM.

The Board rose from the Committee of the Whole and reconvened in open session at 10:00 PM.

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

Your Committee reports having given hearing in the matter of the appeal of the Superintendent's decision to terminate Elzola Stanley from her teaching responsibilities with the Milwaukee Public Schools for excessive use of physical force.

Your Committee recommends that the Superintendent's decision to terminate Elzola Stanley as a teacher from the Milwaukee Public Schools be sustained.

Director Sinicki moved that the Board concur with the report of the Committee of the Whole to terminate Elzola Stanley.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Sinicki, Todd and President Bills—5.

Noes—None.

Abstaining from voting—Director Fisher—1.

The Board adjourned at 10:03 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 13, 1995

Special meeting of the Board of School Directors called to order by President Bills at 5:12 PM.

Present—Directors Fisher, Gardner (5:45 PM), O'Neil, Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson and Todd—2.

Vacancy on Board—1.

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

December 8, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, December 13, 1995 at 4:00 PM, in Room 103 of the School Administration 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 and 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.

The Board may reconvene in open session for action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Fisher moved that the Board retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, O'Neil, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 5:13 PM.

The Board adjourned from executive session at 6:19 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 13, 1995

Meeting of the Board of School Directors called to order by President Bills at 6:41 PM.

The Director, Office of Board Governance, read into the record the certification of the City Clerk that the following person, who was elected to membership on the Milwaukee Board of School Directors on December 5, 1995, had taken the oath of office and was duly qualified to serve:

Term expiring April, 1997:

Warren D. Braun

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

Absent and excused—Director Johnson—1.

AWARDS AND RECOGNITIONS

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. In achieving the award, Elm was cited for its exemplary efforts in working collaboratively with various arts groups in the Milwaukee community to enhance the arts education of its students. The award was presented to **Gail Duncan**, Elm School's arts implementor, at the Network's annual national conference held in Boston in October.

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*. They were among 50 high schools nationwide selected and the only one named from the state of Wisconsin.

Four music students from the **Milwaukee High School of the Arts** were *selected through a rigorous audition process to participate in the Wisconsin School Music Association's All-State Honors Ensembles*. **Emily Watson**, senior violinist and **Anna Fritz**, Cellist, performed with the Honors Orchestra. **Lasondra Carter** was selected for the All-State Honors Vocal Jazz Ensemble. **Jessica Knurr** sang with the Honors Choir. Over 3,000 students auditioned for about 250 seats in these outstanding ensembles.

Ms. Pamela Brown, Ms. Elizabeth Hopkin, and Ms. Mary Butkus, teachers at Brown Street Academy were *selected to make a presentation at the 22nd annual National Coalition Title I Convention in Los Angeles* on November 16, 1995. Their presentation was based on the multiple intelligence theory developed by Howard Gardner which is part of Brown Street School's philosophy.

Gary Zachow, science teacher at Bay View High School, is *one of 30 teachers nationwide to complete the four-year National Science Foundation CHEM Institute at UW-LaCrosse*. The institute is comprised of an eight-week intensive training program held during each of the past four summers, plus academic year

follow-up activities. Zachow completed rigorous graduate study in organic, biochemistry, physical, inorganic, and analytical chemistry, and acquired expertise in computers and the Internet.

Three MPS middle schools were selected from among 21 Milwaukee area public and private middle school entries to receive awards in Warner Cable's Kidz Biz CAMY awards program. The CAMY (Cable And the Media for Youth) awards program teachers seventh and eighth grade students to produce television shows. The students must produce one 15 minute news and information show, including selecting a story, researching it, conducting interviews, writing and editing the script, operating the cameras, doing the sound and lighting, and acting as news anchors. The schools which won awards are:

Milwaukee Education Center Middle School - Best Story: "Bone Technology;"
Grand Avenue Middle School - Best Use of Creative Writing in a Story: "Cooking with the Firefighters;"
Lincoln Center Middle School - Most Exclusive Story: "Pineview Rehabilitation Center."

Andres Garcia, a graduate of Hamilton High School, was awarded the *Hispanic Youth of the Year Award at the 15th annual United Migrant Opportunity Services Hispanic Awards Banquet on October 21, 1995*. Garcia is currently a freshman at the Milwaukee School of Engineering. He received numerous scholarships including, the 1995 Hispanic Chamber of Commerce of Wisconsin Philip Arreola Scholarship Award, Paul Franke Scholarship Award, the Hamilton High School Scholarship Award, and a scholarship from MSOE.

The following were awarded *Continuous Improvement Grants from the Applied Power Foundation for innovative classroom projects*:
Jody Jedicka, teacher, Sholes Middle School, for a campaign to increase hearing aid use and understanding;
Allan Lucht, teacher, John Muir Middle School, for a program that uses Lego blocks to encourage students to use math and science principles;
Richard Henneberry, teacher, Vincent High School, for an automotive technology program that will help students obtain an Automotive Service Excellence Certification before graduation;
Judie Knight, teacher, Auer Avenue Elementary School, for an after-school program to study organic gardening and to harvest seeds from existing school gardens;
Karen Theama, acting principal, Kagel Elementary School, for the continuation and expansion of Project Butterfly, a horticulture program begun in 1994.

The following *MPS students were among 16 selected out of 146 nominees as recipients of the Alverno College Award for Leadership Excellence*. They were nominated by their principals, teachers, and guidance counselors for their academic achievement and leadership qualities. Alverno College alumnae recognized the students for their achievements both in the classroom and the community. The students will participate in leadership workshops and also had the opportunity to get to know the alumnae at an award ceremony held in October, 1995. The students are:

Diane Bently-Henderson, junior, Hamilton High School
Quiana Curry, junior, Bay View High School
Jennie Seider, sophomore, Milwaukee High School of the Arts
Myronica Survillion, junior, Rufus King High School
Nicole Watring, junior, Bay View High School
Tina Wozniak, junior, Milwaukee High School of the Arts

Rhonda Winters, student at Washington High School, *was elected to serve as a State Officer in the Wisconsin DECA,* an association of marketing students. Rhonda participated this summer in state officer team meetings with seven other students from across the state in developing Wisconsin DECA's action plan for the year. Her office carries with it many responsibilities and opportunities, including developing and practicing leadership skills.

The **Milwaukee French Immersion School** *received a congratulatory proclamation from the City of Milwaukee Common Council in recognition of the students' outstanding performance on a national French test,* the Grand Concours. The 21 students receiving the honors scored at the highest levels in the nation and state on the test, which is given annually to French students in grades 1-8.

Randall Schoen, first grader, and Rachel Valdes-Lukasik, third grader, Milwaukee Spanish Immersion School, were among the winners of the "Young at Art Contest," sponsored by the Audubon Book Store. Their artwork will be included in a calendar that will be published for sale. Proceeds from the calendar will go to the Boys and Girls Club of Greater Milwaukee.

The following **MPS students were among 126 students named as Academic All-Stars by the W.H. Brady Company**. High school seniors were selected from schools in Milwaukee, Ozaukee, and Waukesha counties who have proven their excellence in the classroom and on the playing field, achieving a balance between the physical and the intellectual.

Bay View High School:	**Kelly Albrecht and Jeremy Dunbeck**
Custer High School:	**Christina Heitl and David Price**
Hamilton High School:	**Jodi Duelge and Matthew Muelver**
Juneau Business High School:	**Elizabeth Bailey and Tim Endes**
Rufus King High School:	**Kemi Edu and Clifton Poma**
Madison High School:	**April Bahr and Thomas Zemek**
Marshall High School:	**Jenny Marks**
Milwaukee H. S. of the Arts:	**Scott Krepel and Oriana Souers**
Milwaukee Trade & Tech. H.S.:	**Dedric Dennist & Cheryl Kiepert**
North Division High School:	**Daniel Rodriguez**
Pulaski High School:	**Marisa Bodi and Chris Giese**
Riverside Univ. High School:	**Rachel McGraw and Paul Zavala**
South Division High School:	**Augusta Crumble and Thor Templin**
Vincent High School:	**Deanna Berger and Shamar Cotton**
Washington High School:	**DeeDee Pate**

* * * * *

APPROVAL OF MINUTES

The minutes of all regular and special Board meetings from March 1994, through October 1994, were approved, the vote being as follows:

Ayes—Directors Braun, O'Neil, Todd and President Bills—4.

Noes—None.

Voting "present"—Directors Gardner, Sinicki and Small—3.

Abstaining from voting—Director Fisher—1.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 5 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Braun.

The Board resolved itself into a Committee of the Whole at 6:53 PM.

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

Director Fisher, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 5 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Cost Implications and Information on a) a Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Wage for All MPS Employees and All Employees of All MPS Contractors and b) a Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Health Insurance for All MPS Employees and All Employees of MPS Contractors

Background

At its meeting on October 18, 1995 the Board referred the following resolutions, which were introduced by Directors Gardner and Todd, to the Committee of the Whole:

1) Minimum Wage:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of the City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women, racial minorities, linguistic minorities, immigrant nationalities, and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City, and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be paid a minimum of seven dollars and seventy cents ($7.70) an hour for any and all work performed directly or indirectly for MPS.

2) Health Insurance:

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of the City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City, and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be afforded health insurance at the same standards as MPS employees for any and all work performed directly or indirectly for MPS.

Administration's Analysis

1. On November 15, 1995, the MPS Board of School Directors requested the administration to provide a procedural analysis relative to the resolutions submitted by Directors Gardner and Todd regarding the provision of a livable wage and livable health insurance for all MPS employees and all employees of all MPS contractors.

2. Procedural Analysis

As a result of the various parts of these resolutions and the unique fiscal impact each has upon the system, the procedural analysis has been divided into three areas. These include providing a livable wage for all MPS employees, providing a livable health insurance for all MPS employees and providing a livable wage and health insurance for employees of all MPS contractors. An analysis for each of the three areas mentioned is as follows:

Livable wage for all MPS employees

Three options were considered when determining the fiscal impact of raising the minimum hourly wage:
(a) $7.70 to MPS employees regardless of the number of hours they work; or
(b) $7.70 to MPS employees, excluding those for whom this is not their primary job; or
(c) $6.05 (same as the City for service contracts) to all MPS employees.

- The first option would be to raise the minimum hourly wage of our MPS employees regardless of the type of job or number of hours they work. There are approximately 2,862 employees listed in the payroll files projected to have an hourly rate of less than $7.70 per hour. If all of these employees' hourly rates are raised to $7.70 per hour, the additional costs to the Milwaukee Board of School Directors, based upon the projected number of hours these employees work per year, would be approximately $943,242 for FY 97; $971,536 for FY98; and $1,000,683 for FY99 These figures include the additional costs related to pension and FICA.

- A second option would be not to consider certain types of jobs which are not regarded as the employees' primary job. If employees such as co-op students, part-time recreation employees and seasonal employees are excluded from the list of employees earning less than $7.70 per hour, the employee count decreases from 2,862 to 809 and the additional costs would be reduced to approximately $287,846 for FY97; $296,480 for FY98; and $305,376 for FY99.

- Any increase in the minimum wage rate to $7.70 per hour will have to be negotiated with those unions representing the affected employees. The raising of the minimum wage may also have contractual implications with respect to other employees in the respective bargaining groups who are currently paid more than $7.70 per hour. Compression of the salary schedules involved would occur, thus creating pressure to raise salaries throughout the salary schedules to restore the

percentage spread

from the minimums to the maximums of the salary ranges. The cost analysis cited above, only assumes the minimum wage will be raised to $7.70 per hour. To do otherwise would significantly increase the above mentioned cost.

- As a third option, the Board could also consider the action taken by the City of Milwaukee when they elected to establish the minimum wage at $6.05 per hour for workers who have service-type jobs with city contractors. The cost for 2,053 MPS employees, all of whom are considered to be in non-primary jobs, in this option would be $262,985 in FY97; $270,874 in FY98; and $279,000 in FY99.

- Possible funding alternatives for the costs associated with raising the minimum hourly wage for MPS employees include:

  -The Board could include the entire cost in the 1996-97 budget.

  -Other funding alternatives, which would require negotiations with our various unions, since these alternatives could impact upon their respective salary schedules, could be explored.

Livable health insurance for all MPS employees

Two options were considered when determining the fiscal impact of offering health/dental coverage:

(a) Offer health/dental insurance to part-time employees working less than 20 hours per week, excluding census takers, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students

(b) Offer health/dental insurance to part-time employees working in primary jobs regularly scheduled to work 15 but less than 20 hours per week, excluding census takers, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students.

- MPS provides health and dental benefits to employees in positions regularly scheduled for 20 hours or more per week. Currently the Board provides health and dental benefits to 11,743 full and part-time employees. MPS employs an additional 4,704 part-time employees in positions which are not eligible for benefits.

- This section of the analysis will identify two options when determining the cost of providing MPS health and dental benefits to MPS part-time employees who currently are **not eligible** to receive benefits. In addition, different options will be outlined as a potential source of funds to offset the cost of providing these benefits.

- One option would be to provide medical and dental benefits to the 1,183 part-time employees who are in positions scheduled for less than 20 hours per week. Excluded from this number are census takers, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students, since these positions are seasonal and/or not regarded as the primary job of the employee. The projected annual cost to provide Board paid health and dental benefits to these 1,183 part-time employees is:

Fiscal Year	Fiscal Year	Fiscal Year
1996/1997	1997/1998	1998/1999
$7,543,000	$8,100,000	$8,700,000

- A second option would be to provide medical and dental benefits to the 687 part-time employees in primary jobs regularly scheduled to work 15 BUT LESS THAN 20 hours per week excluding census takers, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay positions (i.e. coaches, etc.) municipal recreation sports officials, high school and college student helpers and co-op students. The projected annual cost to provide Board paid health and dental benefits to these 687 part-time employees is:

Fiscal Year	Fiscal Year	Fiscal Year
1996/1997	1997/1998	1998/1999
$4,380,000	$4,704,000	$5,053,000

- Potential sources of funds to offset the increased cost of providing Board paid health and dental benefits to the aforementioned part-time employees, which would require collective bargaining with respective unions, include
  - the redesign of the benefit plans, and/or
  - employee premium contributions, and/or
  - other funding alternatives, which would require negotiations with our various unions, since these alternatives could impact upon their respective salary schedules.

- Employee premium contributions are now required by the City of Milwaukee, Milwaukee County and the State of Wisconsin. The methods used result in premium contributions per month of $16 - 95 for a single plan to $30 - 225 per month for a family plan. In the case of the City and State, employees are not required to pay any premium contribution if they choose the lowest cost HMO. Of these three employers, the State charges the highest monthly employee premium contribution which averages 22% of premium.

- Depending on the implementation date, a special open enrollment may need to be negotiated with our HMOs and unions. Also, a determination will need to be made regarding additional staffing requirements to implement and administer the benefits.

Livable wage and health insurance for all employees of MPS contractors

- The administration's analysis assumes that the resolutions would apply to contractors whose employees provide direct service to Milwaukee Public Schools, and excludes those contractors who solely supply goods and/or facilities. There are approximately 1,900 individuals employed by those contractors who provide direct service to the Milwaukee Public Schools. While less than 5% of these individuals are currently paid at a rate less than $7.70 per hour, over 95% of these individuals do not currently receive health insurance benefits through their employer. In addition, there are numerous single-event, or small dollar contracts that are administered at the school level. Due to the decentralized administration of these contracts, it is difficult to determine the number of employees affected without surveying each school/location.

- The fiscal impact to MPS of raising the minimum hourly salary to $7.70 would have to be absorbed by the local school/department budgets. Raising the minimum wage to $7.70 would result in higher contract costs which would be an added cost for the local school/department budget. There may also be unanticipated consequences to vendors due to their labor contracts, and wage/benefit arrangements with other workers in their employ.

- The benefits portion of the resolution would require contractors to provide benefits which substantially duplicate the current MPS health and dental plans. However, requiring the above contractors to provide such benefits presents a number of problems, which include:

  - The impossibility for smaller employers, including historically underutilized businesses, to duplicate all aspects of the MPS health and dental plans. This is because MPS, as a large employer, provides very broad plans with special benefit features, which an insurance company will not be able to duplicate at the same costs for smaller employers.

  - The problems associated with the corporate and geographical diversity of some of our contractors. MPS deals with large, national employers who have health plans which provide a lesser benefit than the MPS health and dental plans. It would appear that they may not be willing or able to modify their plans to accommodate doing business with MPS given this corporate and geographical diversity.

  - The inequity created within the vendor workforce by having only employees working on MPS projects receive benefits.

- Some employers may have union contracts which may limit their ability to provide different benefit levels within the same employee group based upon who the employer does business with.

• In light of the aforementioned problems, an alternative could be to require that contractors provide proof of health and dental coverages, as opposed to MPS specifying the level of benefits.

• Until the Board makes a determination as to whether to require contractors to provide health and dental coverages for their employees, the type of coverages, and the number of contractor employees affected, it is impossible to determine the fiscal impact the resolution will have on MPS as MPS absorbs the added costs.

3. Revenue Cap

As the Board is aware, MPS is subject to revenue caps as mandated by state law. These revenue caps establish the total amount of monies MPS has to operate. The City, which is not subject to revenue caps, discussed this issue and established a minimum wage of $6.05 per hour for workers who have service-type jobs with city contractors and did not provide health insurance.

If alternative funding is not obtained and MPS were to increase their operations budget as a result of raising the wages of a particular sub-group of employees and/or by providing medical and dental health insurance to a sub-group of employees, there would have to be a corresponding reduction in other areas of the school operations budget in order to stay within the mandated revenue caps.

Fiscal Impact Statement

The following is a summary of the fiscal impact of the options for wage rate increases and health and dental coverage for MPS employees:

	No. of employees	**1996-97 Projected Costs**	**1997-98 Projected Costs**	**1998-99 Projected Costs**	**1996-99 Total Projected Cost**
Wage Rate Increase					
Wage Rate to $7.70 per Hour (Includes primary and non-primary jobs)	2,862	$943,242	$971,536	$1,000,683	**$2,915,461**
Wage Rate to $7.70 per Hour (Primary jobs only)	809	$287,846	$296,480	$305,376	**$889,702**
Wage Rate to $6.05 per Hour (Non-primary jobs only) (No primary jobs exist)	2,053	$262,985	$270,874	$279,000	**$812,859**
Health and Dental Coverage					
Health/Dental Insurance (Part-time employees working less than 20 hours per week, excluding census takers, part-time recreation workers, and co-op students, etc.)	1,183	$7,543,000	$8,100,000	$8,700,000	**$24,343,000**
(Part-time employees working in primary jobs regularly scheduled to work 15 but less than 20 hours per week, excluding census takers, part-time recreation workers, and co-op students, etc.)	687	$4,380,000	$4,704,000	$5,053,000	**$14,137,000**

Options

The administration suggests the following options for future Board consideration as part of the FY97 budget process, to determine feasibility and whether educational programs should be reduced to provide the necessary funds:

1. Provide a minimum wage of:

(a) $7.70 to MPS employees regardless of the number of hours they work (approximately 2,862 employees) at a cost of $943,242 for FY97;

or

(b) $7.70 to MPS employees, excluding those for whom this is not their primary job (approximately 809 employees) at a cost of $287,846 for FY97;

or

(c) $6.05 to MPS employees (approximately 2,053 employees in non-primary jobs) at a cost of $262,985 for FY97.

2. Add health and dental benefits to employees in primary jobs regularly scheduled to work 15 but less than 20 hours per week (approximately 687 employees) at a cost of $4,380,000 for FY97.

3. Require livable wage and health insurance for all employees of MPS contractors (fiscal impact to MPS unknown at this time).

* * * * *

(Item 2) Approval of a Settlement Agreement at the Request of the City of Milwaukee Regarding City Pension Older Workers' Pension Protection

Background

1. In a communication dated November 14, 1995, the City Attorney is advising the Board that:

"In Public Employees Retirement System of Ohio v. Betts, 492 U.S. 158 (1989), the U. S. Supreme Court upheld an Ohio Retirement System provision requiring that duty-disabled employees over the normal retirement age convert to a service retirement pension. Congress responded by enacting the Older Workers' Benefit Protection Act ("OWBPA") P.L. 101-433, 104 Stat. 978 (1990). OWBPA made it clear that the Age Discrimination in Employment Act ("ADEA") applies to all conditions of employment and encompasses all employee benefits, including such benefits provided pursuant to a bona fide employee benefit plan. Section 103 of OWBPA amended the ADEA to permit age-based discrimination in employee benefit plans only where the actual amount of payment made or cost incurred on behalf of an older worker is no less than that made or incurred on behalf of a younger worker as permissible under 29 CFR § 1625.10.

"In response to the passage of OWBPA, the City amended Chapter 36 of the Charter to provide for optional duty disability benefits as an alternative to the current benefits. Employees hired to October 17, 1992 were to be given the opportunity to elect between the current plan and a modified plan which would comply with OWBPA but which would provide for lower benefits.

"In separate actions, the City's plan was challenged in the Milwaukee Professional Firefighters Association Local 215, IAFF, AFL-CIO v. City of Milwaukee, et al., Case No. 92-C-1378, Milwaukee Police Association Local 21, IUPA, AFL-CIO v. City of Milwaukee, et al., Case No. 93-C-0488, Milwaukee Police Supervisors' Organization v. City of Milwaukee, et al., Case No. 93-C-1040 and Milwaukee Teachers' Education Association v. Milwaukee Board of School Directors, et al., Case No. 93-C-1205.

"The Defendants, City of Milwaukee, Milwaukee Board of School Directors and the Annuity and Pension Board moved for dismissal on grounds of failure to present a case or controversy susceptible to adjudication by the court. Both the plaintiffs and the defendants moved for summary judgment. Because the court found that parts of the modified benefit plan enacted by the City violates ADEA as amended by OWBPA, the court granted the plaintiffs's motion in part and permanently enjoined the defendants from

enforcing Charter provisions 36-05-3-b, 36-05-3-c-e, 36-05-3-f-l-c and 36-03-6-e. The court found there was a material dispute of fact with respect to whether the modified plan provided cost-based reductions and therefore denied both parties' motions for summary judgment relative to 36-05-h-l-b.

"In negotiations with the police and fire unions and District Council 48 for contract years 1993 through 1995, the City contracted to make certain modifications in the disability plan conversion provisions. In the 1995 contract negotiations with District Council 48, further modifications were made in the City's disability plan as it related to conversions in order to bring general City employees under the so-called Safe Harbor provisions of OWBPA.

"Under a proposed Settlement Agreement enclosed herewith, the collective bargaining agreement between the City and the police and fire unions would be extended back from January 1, 1993 to October 17, 1992, the effective date of OWBPA. Under the proposed agreement, the 1995-96 contract settlement for District Council 48 will be extended to apply to MPS employees represented by the Milwaukee Teacher Education Association. Under the proposed settlement, the City will pay half of the plaintiffs' attorney fees in the amount of $125,000 plus $8,239.69 in recognition of the granting of partial summary judgment by the court.

"The City Attorney is recommending the proposed Settlement Agreement. The Common Council, the Board of School Directors and the Annuity and Pension Board are asked to approve the Settlement Agreement. The Common Council is being asked to adopt a resolution appropriating the sum of $70,739.69 and a Charter Ordinance amending Chapter 36 in order to implement the provisions of the settlement."

2. A copy of the City Attorney's opinion with the proposed settlement agreement is attached. The administration concurs with the recommendation to approve the proposed settlement agreement.

City Attorney's recommendation

That the Board approve the proposed settlement agreement in the matter of the Milwaukee Professional Firefighters Association Local 215, IAFF, AFL-CIO v. City of Milwaukee, et al., Case No. 92-C-1378, Milwaukee Police Association Local 21, IUPA, AFL-CIO v. City of Milwaukee, et al., Case No. 93-C-0488, Milwaukee Police Supervisors' Organization v. City of Milwaukee, et al., Case No. 93-C-1040 and Milwaukee Teachers' Education Association v. Milwaukee Board of School Directors, et al., Case No. 93-C-1205.

Director Small moved that the Board approve the proposed settlement agreement in the matter of the Milwaukee Professional Firefighters Association Local 215, IAFF, AFL-CIO v. City of Milwaukee, et al., Case No. 92-C-1378, Milwaukee Police Association Local 21, IUPA, AFL-CIO v. City of Milwaukee, et al., Case No. 93-C-0488, Milwaukee Police Supervisors' Organization v. City of Milwaukee, et al., Case No. 93-C-1040 and Milwaukee Teachers' Education Association v. Milwaukee Board of School Directors, et al., Case No. 93-C-1205.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director O'Neil—1.

* * * * *

(Item 3) Action on Monthly Finance and Facilities Matters: Authorization to Make Purchases; Award of Sole source Contract to Recover Costs Reimbursable by Medicaid; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; and Report on Administrative and School Fund Transfers

Authorization to Make Purchases

SS-198 Macintosh Classroom Computers (Webster)
Apple Computer for 42 Power Macintosh 5200/75 LC student workstations and educational software..... $86,798

Approval of sole source contract to recover costs reimbursable by Medicaid from April 1990, through October 31, 1995.

Kinney and Accociates (the firm will take 20% of the first $10 million received and declining percentages thereafter..... $0

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of November 30, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$54,827,805	$594,195,953	8.4%
Categorically Aided	71,272,090	5,429,342	76,701,432	5,970,313	70,731,119	7.8%
School Nutrition	24,943,898	0	24,943,898	5,978,037	18,965,861	24.0%
Construction	21,731,000	0	21,731,000	5,290,309	16,440,691	24.3%
Extension	6,296,113	0	6,296,113	327,944	5,968,169	5.2%

B. Statement of Expenses as of November 30, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,708,845	$666,732,603	$208,407,595	$458,325,008	31.3%
Categorically Aided	71,272,090	6,072,845	77,344,935	17,228,652	60,116,283	22.3%
School Nutrition	24,943,898	132,132	25,076,030	7,220,139	17,855,891	28.8%
Construction	21,731,000	9,437,928	31,168,928	16,439,386	14,729,542	52.7%
Extension	6,296,113	44,125	6,340,238	2,190,627	4,149,611	34.6%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through November 30, 1995, and payrolls through November 30, 1995.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Kelly & Robert Macias	$1,000	Apple II Computer, Programs
Alcott	Robin Ehrmann	200	Encyclopedia Set w/Annuals Computer Programs
Alcott	PTO	1,710	Field Trips, Paper, Teachers' Convention
Allen-Field	WICOR Foundation	2,500	Computer Software and Equipment
Forest Home	RSE Video	25	Field Trips
Forest Home	Anonymous	50	Field Trips
Forest Home	Bay Cobbler	25	Field Trips
Forest Home	Scotty's Pizza	25	Field Trips
Forest Home	Eagle Transport, Inc.	25	Field Trips
Forest Home	Anonymous	50	Field Trips
Forest Home	Anonymous	50	Field Trip
Forest Home	Eagle Transport, Inc.	25	Field Trip
Forest Home	Scotty's Pizza	25	Field Trip
Forest Home	Bay Cobbler	25	Field Trip
Forest Home	RSE Video	25	Field Trip
Forest Home	Anonymous	25	Field Trip
Forest Home	Milw. Junior Optimist	1,026	Software
Hawthorne	PTO	400	Carpet for the Library
Kosciuszko	P.T.S.A.	200	Uniforms for Basketball Team
Marshall	Bader Foundation	80,000	Upgrade of Video Production Equipment
Marshall	Journal/Sentinel	500	Awards
Maryland Avenue	Ameritech	1,180	RIF Program
Maryland Avenue	P.T.A.	840	Field Trip Busses
Maryland Avenue	P.T.A.	500	RIF Program
Maryland Avenue	Anne Presser	400	Book-It Program
Milwaukee Tech	Rotometrics	2,979	Rotometrics
Morse	Rogers Onick	800	Student Incentives
Morse	Milw. Police Athletic League	-	Break Away Basketball Rims for the Backboards
Philipp	Class of 1945	65	School Project
Philipp	Class of 1945	65	School Project
Pulaski	Toyota Motor Sales	1,682	Toyota Short Block Assembly
School-To-Work	John Gardner	25	Honorarium
Sholes	TIME Insurance Co.	400	T.H.I.N.K. Program
Story	Coca-Cola Company	120	Ten Cases of Soda Washington D.C.
Story	FirStar Bank	25	Washington D.C. Trip
Story	Graham Company	100	Washington D.C. Trip
Story	Mead	100	Washington D.C. Trip
Story	Educator's C. U.	50	Washington, D.C. Trip
Stuart	PTO	475	School Handbook Expense "Playground Pal" Tee Shirt Expense
Stuart	PTO	1,216	Computer, Software, Supplies
Victory	P.T.A.	525	Educational Items for Children
Victory	P.T.A.	1,100	Educational Items for Children
Victory	P.T.A.	200	Christmas Tree Lights
Victory	P.T.A.	84	Little Green Machine for Cleaning
Wisconsin Ave.	Federal Reserve Bank of Chicago	1000	8 Printers, 4 File Cabinets, Sofa, 2 Tables, 2 Chairs
WCLL	Lorraine Lofy	100	Gloves and Hats
WCLL	Mr. & Mrs. Brazgel	100	Incentive Gifts and Visitor Badges

WCLL	Anonymous	200	Turkeys for WCLL Families

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached.

Superintendent's recommendations

1. That the Board authorize the purchase listed above

2. That the Board approve the sole source contract to recover costs reimbursable by Medicaid as listed above

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

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

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director O'Neil—1.

* * * * *

(Item 4) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Reappointment of Probationary Personnel; Informational Report on Non-renewal of Probationary Personnel; Approval of Leaves of Absence; Acceptance of the Report on Resignations; Approval of Prevailing Wage Rates; 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. This item also contains appointments recommended by the Director of Board Governance.

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. 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 by the Board.

I am providing the Board, for informational purposes only, with the following name of a probationary employee I have not nominated for reappointment:

Name	Present Position
Elsie L. Reyes	Assistant Principal

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.

Approval of Prevailing Wage Rates

7. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

8. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). A communication from the Milwaukee Building and Construction Trades Council is attached, dated November 10, 1995.

Recommendations

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

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

CLASSIFIED PERSONNEL TRANSACTIONS

The three appointments with an asterisk are being recommended by the Director of Board Governance; all other transactions are being recommended by the Superintendent.

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Patricia Jensen Fac. & Main.	Building Laborer $17.51/hr. ($35,020. 00/yr.)	11-20-95
Kent Wayson Technology	Programmer $35,000.00/yr.	11-27-95
*Janice L. Hawthorne Board Governance	Secretary III $29,000 (Vacant position)	01-02-96
*Carol A. Chlappetta Board Governance	Secretary I $23,189 (Vacant position)	01-02-96
*Evelyn Williams Board Governance	Secretary I $21,900 (Vacant position)	01-02-96

PROMOTIONS

Salvatore Galiano North Division	Food Service Manacer III $14,843.25/yr.	08-28-95
Richard Reimer Fac. & Main.	Pipe Insulator Crewleader $22.84/hr.($45,680.00/yr.)	10-17-95
Jennifer Smith 38th	School Secretary I $15,157.33/yr.	11-09-95
Linda Ward Washington	School Secretary III $24,170.38/yr.	11-13-95

CHANGE IN STATUS

Wesley Rouse Fac. & Main.	Boiler Attendant $28,334.28/vr.	10-20-95

*Recommended by the Director, Office of Board Governance. This appointment is exempt from civil service provisions under the provisions of Board Rule 5.02 (3). It is also contingent upon satisfactory completion of the criminal back-round check and the medical examination.

* * * * *

CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 30, 1995, and September 6, 1995, inclusive:				
(r)	Linda K. Nichols Physical Education	B	$146.99/Day (.6 Contract)	3	09-01-95
	Effective between September 7, 1995, and September 19, 1995, inclusive:				
(r)	Jeffrey J. Yanke Grade 5	B	26,854	2	09-19-95
	Effective between October 3, 1995, and October 13, 1995, inclusive:				
(r)	Marcella C. Williams C. D.	B	24,413	0	10-10-95
	Effective between October 27, 1995, and November 8, 1995, inclusive:				
(r)	Andrew P. Best Elementary	B	24,413	0	11-08-95
(r)(a)	Jill D. Wallace Upper Elementary	B	26,854	2	10-30-95
(nr)	Ruth C. Watson Gr. 4-5	B	26,854	2	11-01-95
	Effective between November 22, 1995, and December 5, 1995, inclusive:				
(r)	Josef G. Mester Tech. Ed. - Graphics	A	23,192	0	12-04-95

(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 26, 1996:		
John Drobnik	Phoenix	October 17, 1995
James George	Neeskara	November 16, 1995
Maternity Leave, to January 26, 1996:		
Jodi Piwoni	Alternative Programs	November 11, 1995
Extension of Personal Leave, to June 14, 1996:		
Margaret Guerin	Leave	January 29, 1996

* * * * *

REAPPOINTMENT OF CERTIFICATED PROBATIONARY PERSONNEL

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Adair, Jeanne M.
Airaudi, Nikki L.
Allen, Sherri L.
Allmann, Paula K.
Alunkal, Susan A.
Alvarez-From, Angela M.
Anderson, Alan K.
Anderson, Annmarie G.
Anderson, Kalen D.
Anderson, Kelly R.
Anderson, Michelle L.
Anderson, Samuel L.
Anderson, Terri S.
Bachmann, Jennifer M.
Bacun, Bari L.
Balistreri, Thomas D.
Banks, Betty A.
Banks, Marlon H.
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.
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.
Butler, Janet D.
Callesen, Jeffrey A.
Canser, Nneka S.
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, Lisa M.
David, Georgina K.
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 C.
Denick, Synthia A.
De Shong, Karen L.
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
Erlandson, Mark A.
Esser, Jennifer R.
Everson, Todd M.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Evans, Larry
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.
Gahm, Diana M.
Gallina, Christine A.
Gallitz, Jordan A.
Galvan, Eduardo M.
Ganas, Catherine L.
Gandy, Shanda L.
Garcia, Eduardo
Gardiner, Laura H.
Gaska, Jolen M.
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.
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.
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.
Hyche, Ivy H.
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
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.
Liban, Matthew H.
Lietzow, Bert A.
Lindgren, Frederick C.
Lindsay, Michelle L.
Loebel, Dale S.
Loechler, Kathy Y.
Loeffel, Michelle E.
Loppnow, Marcus J.
Lotz, Kathleen R.
Lovell, Laura L.
Lucas, Jennifer L.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Luckett, Zannetta R.
Lugo, Juan A.
Lynch, Carrie A.
Macedo, Griselda
Macholl, Monica J.
Malacinski, Tanya M.
Malueg, Marsha J.
Manzke, Timothy B.
Marra, Rebecca M.
Marston, Cheri N.
Martin, Jennifer D.
Martin, Kim M.
Martin, Rose M.
May, Rhonda K.
Mayeur, Roxane L.
McGivney, Megan K.
McGregor, Brenda I.
McMorris, Humphrey B.
McNally, Julie M.
McQuin, Steven T.
Mehring, Kristen L.
Mertins, Amy L.
Mikell, Brenda R.
Miller, Susan M.
Mills, Darwin E.
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.
Newell, Antoinette
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.
Osmanski, Janice M.
Oteman, Jennifer A.
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.
Pierson, Cynthia J.
Piggee, Lorna L.
Porter, Christina J.
Powell, Angie R.
Powell, Gilbert G.
Powell, Symantha K.
Powell, Tosha L.
Prather, Tiffany M.
Pratt, Dianne P.
Ramirez, Roberto Z.
Ramstack, Thomas P.
Rank, Steven G.
Reeves, Meredith K.
Reinert, Dale R.
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.
Ryan, Colleen L.
Saavedra-Rivera, Julieta
Salmon, James H.
Santner, Krista S.
Sapp, Michael D.
Schley, Julie A.
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.
Seidlitz, Laura K.
Seigworth, Jennifer L.
Shapiro, Mary Jo F.
Shaw, Regina D.
Shorer, Jeffrey A.
Shurte, Ann L.
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.
Sokup, Linda J.
Sonnemann, Rene L.
Spalla, Bryan D.
Spearman, Angela D.
Spearmon, Lisa 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.
Tilley, Joseph K.
Tjugum, Roxane L.
Todd, Stephanie D.
Toman, Patricia L.
Tracy, Mary K.
Treder, Bonnie J.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Verban, Nicholas M.
Villarreal, Joseph P.
Vite, Andrea L.
Volke, Cynthia J.
Waldheim, Mary C.
Walker, Heidi
Wallace, Tracy R.
Ward-Jagodzinski, Ann M.
Warner, Tasha D.
Washington, Doncella R.
Washington, Krissy N.
Wasielewski, Kristin M.
Weiland, Sarah J.
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.
Wolski, Debbie L.
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 Two Semesters)

Barton, Matthew F.
Becker, Rebecca L.
Bendfelt, Holly A.
Benkowski, Jeffrey J.
Benson, Louise A.
Bozarth, Rebecca A.
Bradley, Carey M.
Braun, Lane J.
Carlton, Judy L.
Cayle, Sandra B.
Cervera, Marjorie R.
Childs, Thresessa D.
Curtis, Anne E.
Duvall, Dawn M.
Ebben, Maureen R.
Evans, Amy L.
Evans, Ramon E.
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.
Gerdes, Patricia, J.
Grimm, Stephen B.
Gross, James B.
Horvat, Mary S.
Jakubowski, Thomas
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.
Van Wyhe, Jennifer J.
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.
Wilmington, Dawn M.
York, Deanna M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abram, Melissa S.
Acevedo, Maria A.
Adams, Michelle M.
Ahmad, Bashir
Angeles, Beatriz
Ashton, Gether
Aviles, Ruth
Baker, Tami L.
Balistreri, Michelle L.
Banach, Erin K.
Banta, Kristin H.
Barrett, Mary E.
Basurto, Pauline E.
Bee, Veronda R.
Begos, Demetrios
Benassi, Peter J.
Bennett, Rhondell B.
Bergan, Christine D.
Beyer, Karen A.
Biddle, Vivienne B.
Blakesley, Gena L.
Blank, Diane M.
Bolin, Linda K.
Bonds, Anthony
Bovee, Jon E.
Brandenburg, Lesley A.
Brandt, Tracy L.
Brenner, Cheryl M.
Brighten, Camille A.
Brosky, George
Browning, Arletta M.
Bryant, Laurel S.
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.
Cruz, Ramon
D'Acquisto, Christopher A.
Damrow, Kathleen A.
Davis, Nochelle Y.
DeMott, Elmer J.
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.
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.
George, Jennifer S.
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
Hagen, Michelle A.
Haig, Maureen A.
Halsey, 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.
Helmstedt, Juan C.
Herring, Betty J.
Hershenson, Steven M.
Herzog-Kraus, Dawn R.
Hey, David W.
Hindman, Michelle M.
Hooper, Michelle D.
Horan, Cherie M.
Hubing, Kathleen S.
Hummel-Dosmann, Shelley K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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.
Kendzierski, S. Sonia
Kent, Kathryn 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.
Kravetz, Elissa B.
Krumbein, Jeffrey V.
Kurczewski, David J.
La Haye, Mary Beth
La Porte, Danielle K.
Large, Nancy L.
Last, Kimberly J.
Lawrence, Darold
Leavens, Debora K.
Le Blanc, Charles D.
Lemmen, Linda L.
Lenerz, Lynn M.
Leon-Guerrero, Veneta M.
Lepak, Lori A.
Le Veque, Jack F.
Lindeen, Hillary M.
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.
Manske, Lisa A.
Manuel, Mary E.
Markofski, Meloney D.
Martinez, Antonio L.
Martinez, Manuel A.
Martinich, Jeffrey A.
Massie, Dorothy M.
Mazzulla, Mary K.
McClain, Rae E.
McCluskey, Pamela M.
McDorman, Brian J.
McKinney, Shahanna W.
McKissick, Lois A.
Mead, Donna L.
Mehta, Judith L.
Mennicke, Paul D.
Meyer, Ann L.
Michalos, Susan M.
Michael-Berry, Susan A.
Miller, Sarah L.
Mims, Jennifer N.
Mondry, Amy E.
Montagne, Matthew J.
Morrell, Nola E.
Moze, Dolores J.
Mrozek, Mark R.
Neberman, Sandra K.
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, Harry 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 E.
Poehlman, Michele L.
Powell, Suzanne K.
Prioletta, Michelle M.
Ratka, Antigone M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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 J.
Rostad, Judith B.
Roubik, John R.
Sablan, Dorinda L.
Sanders, Bettie J.
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, Mari A.
Shea, Mary P.
Sieger, Debra M.
Simmons, James
Slawson, Christine A.
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.
Van Fossen, Lou Ann C.
Van Pelt, Michael R.
Van Weelden, Angela M.
Vega, Karen J.
Vincent, Mark N.
Von Estorff, Carl E.
Wagner, Christine A.
Wagner, Donald J.
Wagner, Steven L.
Walker, La Mont M.
Walker, Vera V.
Walters, Amy L.
Watry, Jennifer L.
Weidner, Mary K.
Weinberger, Mary A.
Weitzer, Rebecca L.
Wellmuth, Laura L.
Werner, Robert A.
Wertenberger, Thomas R.
Wessel, Julie A.
Wicks, Priscilla R.
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
Yardley, Kimberly K.
Yarrington, Sheila K.
Yatchak, Frederic V.
Zablocki, John M.
Zaharias, Robert B.
Zelewski, Sandra K.
Ziemann, Corinne
Zimmermann, Joseph
Zollicoffer, Stephanie Y.
Zywicki, Jill M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Anderson, Angela Y.
Anderson, Christine A.
Baracani, Brad J.
Barberena, Gretchen C.
Bennett, Donald L.
Berger, Joel M.
Bishop, Karla D.
Bostrom, Laura M.
Buchholz, Tim J.
Burgermeister, Thomas J.
Cecil-Pigo, Erin F.
Chadwick, Lynette 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.
Gerol, Mark A.
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.
Landre, Thomas D.
Lehn, Rebecca C.
Leonard, Kathleen A.
Lind, Tammy A.
Lubke, Dawn M.
Mac, Patricia J.
Mackowski, Catherine A.
Marshall, Patricia L.
Milosz, Wendy J.
Mueller, Celene A.
Muinde, Suzann E.
Muth, Jaimie A.
Nedrow, Kristi U.
Neumann, Kim M.
Nixon, Irma Y.
Otto, Diana T.
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.
Sobczyk, Karen A.
Trochlell, Kathleen A.
Tucker, Misae
Vlaj, Mark P.
Wachs, Rochelle E.
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.
Ziegelbauer, Holly A.
Zuknik, Cynthia

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Amini, Katherine A.
Anderson, Mora A.
Antkowski, Mary E.
Arnold, Annie E.
Arvan, Jill 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
Benton, Valerie D.
Berdes, Barbara M.
Best, Bonnie J.
Bichler, Jacquelyn A.
Birdsall, Laura J.
Birdsall, Mark D.
Blinkhorn, John T.
Bloch, Andrea S.
Borowski, Mary A.
Borsuk, Roberta L.
Brand, Mary Ann
Bressler, Faye L.
Brethouwer, Stacie M.
Brightsman, David F.
Brignoni, Janette
Brook, Ruth H.
Brown, Jeffrey D.
Brzenk-Nelson, Lee Anne
Burgermeister, Laura K.
Burgess-Newman, Benita R.
Burke, Lanie L.
Burns, Thomas J.
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.
Dunn, Amy L.
Edwards, Diane L.
Esser, Lori A.
Esser, Mary M.
Figueroa, Miguel F.
Fishman, Abbie R.
Forseth, Kerry L.
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.
Grisar, Christy M.
Grzegorek, Wendy M.
Gullicksen, Craig A.
Gulotta, Frances A.
Guten, James R.
Hall, Corzene
Hamdani, Zubeida 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.
Jelinske, Jeanne M.
Jenkins, Larrietta Y.
Johnson, Karen A.
Johnson, Michele C.
Johnson, Valerie T.
Just, Laura L.
Kahn, Debra L.
Kalinowski, Suzanne K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Karbowski, Jeffrey J.
Kargol, Christine M.
Karow, Debbie L.
Kavanagh, Timothy D.
Kazel, Judith K.
Kelly, Patrick R.
Khenthavong, Phetlamphanh
Kilgore, Jr., Cleophus
Killian, Kerry P.
Kirby, Suzanne M.
Kliebhan, Kristine G.
Kluck, Kathleen M.
Kneser, Ann L.
Knuettel, Lite E.
Koeper, Joel J.
Konkol, Karen M.
Kroog, Paul J.
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.
McNulty, Heidi P.
Meaux, Heather E.
Melo, Clotilde M.
Menden, Sandra A.
Metcalf, Sharon A.
Meurer, Mary L.
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.
Newman, Lynn F.
Nichols, Linda J.
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.
Perala, Christine M.
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.
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.
Schilz, Julie R.
Schleif, Christine M.
Schmeling, Lisa L.
Schrauth, Erika J.
Schroeder, Michael D.
Schwarten, Danny L.
Schwartz, Latasha R.
Seaton, Deborah M.
Shavzin, Donna J.
Simmons, Diana M.
Smyczek, Jane N.
Soko, Jane T.
Someah, Jacquelyn A.
Somphone, Noy V.
Splude, Kerwyn P.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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.
Sultanovich, Maya
Swanson, Stephen W.
Temple, Marguerite E.
Terry, Jr., Hollins
Thao, Gwaub T.
Thompson, Marie
Threats, Betty A.
Tooley, Catherine A.
Trudeau, Melannie S.
Ulrich, Bonnie M.
Utri, Alfred
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Agee, Jeri E.
Allison, Jerry L.
Barkdull, Cynthia J.
Basile, Theresa Marie
Biever, Helen A.
Binon, Sharon L.
Blanchard, John R.
Broaden, Shari D.
Brooks, Salomie T.
Cannon, Deborah L.
Coonen, Heather B.
Crowder, Jill A.
Defatte, Laurie L.
Dillman, Maureen M.
Douglas, Mark A.
Faust, Jodie J.
Flora, Carol B.
Fredelake, Colleen A.
Gentile, Sara H.
Ginger, Lisa M.
Haberlie, Jo Ellen K.
Hinz, Charles F.
Johnson, Steven O.
Jones, Joseph
Karvelas, Gregory S.
Kinde, Ellen M.
Klein, Dawn M.
Knight, Judith A.
Kuenstler, Kristin M.
Kulak, Kristina M.
Lamp, Paula J.
Lawson, Fannie M.
Lawson, Susan M.
Lechner, Lisa R.
Le Mieux, Michelle D.
Lemmermann, Carol M.
Levine, Melodynee J.
Lodes, Steven J.
McElwee, Ellen M.
McHale, James P.
Morones, Michelle A.
Moseley, Cheryl A.
Nabors, M. Yolanda
Nelsen, Mary A.
Norman, Charles W.
Paradeis, Julie A.
Porosky, Linda J.
Rivas, Danilo J.
Rosenberger, Mari P.
Scruggs, Angelina
Simons, Michelle T.
Spinti, Sandra W.
Stocking, Nicole J.
Towle, David F.
Walenta, Jean E.
Washbush, Mary K.
Weinstein, Michael S.
Wenninger, Molly A.
Wilkinson, Moira N.
Wilson, Shauna D.
Woods, Jr., Larry O.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two Semesters)

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

PRINCIPALS
(Completing Three Semesters)

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

PRINCIPALS
(Completing Four Semesters)

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

PRINCIPALS
(Completing Five 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

PRINCIPALS
(Completing Six Semesters)

Rose M. Carr
Ralph A. DeVito
Mary B. Minkley
Peggie J. Swift

ASSISTANT PRINCIPALS
(Completing One Semester)

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 Two Semesters)

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

ASSISTANT PRINCIPALS
(Completing Three 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 Four Semesters)

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

ASSISTANT PRINCIPALS
(Completing Five 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

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Willie J. Fuller
Mary L. Gay
Patsy C. Parker-Safford
Glen R. Stavens
Winifred A. Tidmore

SUPPORT STAFF
(Completing One Semester)

(None)

(Completing Two Semesters)

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

(Completing Three Semesters)

Marianne T. Sobkowiak

(Completing Four Semesters)

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

(Completing Five Semesters)

(None)

(Completing Six Semesters)

Dorothy James
Pamela R. Penn
Bethany A. Wilkinson

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Dennis E. Daniels	Teacher	08-29-95
James L. Dorn	Teacher	09-08-95
Brian F. Foley	Teacher	11-28-95
Mary B. Holder	Teacher	11-14-95
Kimberly K. Holze	Teacher	06-14-95

Diana H. Keller	Speech Path.	11-17-95
Darlene Kinsey	Teacher	11-13-95
Donna M. Korsi	Teacher	11-03-95
Taki S. Raton	Teacher	08-29-95
Alice J. Schrameyer	Teacher	12-20-95
Phaneendra Yadavalli	Teacher	11-24-95

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director O'Neil—1.

(Item 5) Action on Recommended Administrative Appointments and Promotions

The Superintendent and Director, Office of Board Governance, recommend that the following individuals be promoted to the classifications indicated, effective upon assignment following approval by the Board.

Recommendation
That the Board promote the following individuals to the classifications indicated, effective upon assignment:

(r)	Willie Fuller	Principal Thurston Woods Campus	Schedule III, Range 13D $62,783
(r)	JeriJayne Stillman	Assistant Principal Dover Street School	Scheduled III, Range 10D $49,688
(r)	Sherry Pearson	Performance Auditor III Audit Services	Schedule III, Range 6A $47,638
(r)	Ronald Carr	Auditor II Audit Services	Schedule III, Range 5A $41,790

_____
r - Resident
nr - Non-resident

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director O’Neil—1.

* * * * *

UNFINISHED BUSINESS

(Item A) Action on Recommendations Regarding a Revised School Selection Process

Administration's Analysis

1. At the meeting of the Board of School Directors on November 29, 1995, Board members received a proposal for the **MPS System of Public School Choice**. The proposed approaches to school selection will overhaul the school selection process and move the district toward the goal of having all students attend the public schools they select. The development of the proposal was guided by the beliefs that improving education, increasing school choice, and maintaining diversity are complementary components of effective urban education.

2. Under this proposal, MPS will guarantee that parents will receive one of their three school choices for the 1996-97 school year. Within three years, the number of students receiving their first choice will be in the 90th percentile.

3. For parents, the MPS System of Public School Choice will:
   - retain their child's current assignment, if they so desire
   - enable more students to attend their neighborhood school
   - expand seats in popular programs
   - provide greater certainty in their child's school from kindergarten through grade 12
   - enable students with exceptional education needs and bilingual needs the opportunity to attend their school of choice
   - provide an option of an integrated school
   - make schools more accountable to the needs of parents and students

4. For schools, the MPS System of Public School Choice will:
   - expand seats in programs that are oversubscribed
   - provide funds for schools to expand capacity to meet the needs of their students
   - require each school to serve students with exceptional education needs
   - close schools that few parents choose

5. For the district, the MPS System of Public School Choice will:
   - continue with the reforms of decentralization, shared decision-making, continuous improvement, accountability, and increased parental involvement
   - make MPS the schools of first choice
   - reduce transportation costs

6. The report was presented to the Board at its meeting on November 29, 1995, so that the Board may take appropriate action at its meeting on December 13, 1995. The report includes the following major recommendations:

   - **Establish all high schools as city-wide schools.** Schools with a singular focus have been more successful in attracting students than those with only specialty programs.

   - **Expand the number of seats available for programs that are oversubscribed**. One of the criteria for establishing any new schools, or new programs within existing schools, would be the expansion of seats for programs that are oversubscribed.

   - **Possibly replicate popular programs in schools that are closed and reconstituted**. Parents ultimately decide which schools are successful, and which schools are not. Popular programs could be replicated in schools which are closed and reopened with a new focus.

   - **Approve the use of modular classroom space**. Twelve modular units would eliminate entry grade waitlists at twelve schools.

- **Establish community schools**. A community school reserves the option of restricting applicants from outside its attendance area. Savings in transportation could fund programs and services for that community.

- **Enhance the feeder patterns for schools**. Schools with the same educational focus, the same concepts of school governance, and even the same leadership could create their own "districts."

- **Modify transportation policy to provide services to neighborhood schools from specific day care providers**. Transportation services could be provided to parents who take their children to day care centers in the neighborhood.

Strategic Plan Compatibility Statement

7. This action supports the Board's strategic plan, in particular the focus on decentralization, shared decision-making, and parental involvement.

Statute, Board Policy or Rule Statement

8. This action will require a change in the Board practice of prohibiting the use of modular units.

9. This action will require a change in the Board policy regarding transportation eligibility to permit service from neighborhood day care centers.

Fiscal Impact Statement

10. Funds for purchasing twelve modular units, at sites to be determined, will be presented to the Board in the FY 97 budget.

Implementation and Assessment Plan

11. Upon Board approval of the report, the administration will consider the following points for implementation beginning with the school selection process for the 1996-97 school year:

- Expansion of the number of seats available for programs that are oversubscribed.
- Replication of popular programs.
- Use of modular, at sites to be determined.
- Determination of interest in the concept of community schools.
- Modification of transportation to include day care centers in the neighborhood.

12. The administration will consider the following points for implementation beginning with the school selection process for the 1997-98 school year:

- Establishment of all high schools as city-wide schools.
- Establishment of feeder patterns for certain schools, such as those with the same educational focus, the same concepts of school governance, or the same leadership, etc.

Superintendent's recommendations

A. That the **MPS System of Public School Choice** be adopted and approved for implementation beginning with the 1996-97 school selection process, including the following:

Recommendations Requiring School Board Action

1. Establish all high schools as city-wide schools. Schools with a singular focus have been more successful in attracting students than those with only specialty programs. A walk zone preference will be established for current attendance area schools.

2. Expand the number of seats available for programs that are oversubscribed. Requests for Proposals will be issued for charter schools to establish partnerships with schools that have large

waitlists. Funds will be available for existing schools to build features of popular programs into their schools.

3. Close schools or programs that few parents choose. Parents ultimately decide which schools are successful, and which schools are not. Popular programs will be opened in those facilities.

4. Approve the use of modular classroom space. Temporary use of twelve modular units can eliminate entry grade waitlists at twelve schools.

5. Establish community schools. A community school restricts applicants from only its attendance area. Savings in transportation could fund programs and services for that community.

6. Enhance the feeder patterns for schools. Schools with the same educational focus, the same concepts of school governance, and even the same leadership could create their own "districts".

7. Modify transportation policy to provide services to neighborhood schools from specific day care providers. Transportation services could be provided to parents who take their children to day care centers in the neighborhood.

8. Adjust the elementary assignment regions. Revisions are the result of updated student demographic data.

Recommendations Requiring Administration Action

9. Reserve seats in each school for students with special needs. At least 8% of each school's seats will be reserved for students with exceptional education needs.

10. Establish available seats in accordance with the district's ethnic make-up. Seats will be designated to match the percentage of American-Indian, Black, Asian, Hispanic and White MPS student population.

11. Explore alternate calendars for schools with large neighborhood populations, and for oversubscribed city-wide programs. The decision to institute an alternate calendar should begin at the local school, followed by approval from the School Board. Funding for building modification that increase the capacity of the schools will receive priority.

12. Establish a current year per-pupil budget formula. Per pupil allocations would be based on current year enrollments. Schools will have the fiscal resources to expand their capacities.

13. Match enrollment levels to the program capacity of the facility. A review of the building capacities at oversubscribed schools will be conducted to determine if additional seats are available.

14. Transfer transportation funds to schools if they recruit more students from their neighborhood. Schools will receive a one-time transfer of $400 per student if they are successful in recruiting more students from their neighborhood.

15. Publicize and continue to strengthen college preparation at every high school. Efforts to communicate the college bound opportunities at each high school will be broadened.

16. Revise and improve the information provided about the selection process. *The Directions* publication will be clear, concise, and in an easy-to-read format. Electronic and print media will be used to inform and remind parents of what they need to do. Community agencies will be trained to assist parents in selecting a school.

B. That the MPS facilities plan be modified to allow the use of modular units at selected sites, for enrollment growth and special uses (such as libraries, computer labs), pending a legal review by the Office of the City Attorney.

C. That the transportation policy (Policy 5.04 File EEA) be modified to provide services to and from neighborhood schools and specific day care providers by adding the underlined words as follows:

Transportation is provided to Milwaukee resident pupils as follows:

1. To and from public schools within the city:

(a) If the pupil is enrolled in kindergarten, or grade 1 through 8 and the residence is two miles or more from the district school.

(b) If the pupil is enrolled in kindergarten, or grade 1 through 8, and their licensed day care center is located within their school's attendance area.

Director Small moved to approve the Superintendent's recommendations.

Director Gardner moved to amend A5 by striking the words "A community school restricts applicants from only its attendance area" and inserting the words "A community school restricts applicants to those students who reside within a specifically defined attendance area, except for students enrolled to help achieve racial diversity and inclusion of Exceptional Education students."

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

Ayes—Braun, Fisher, Gardner and O'Neil—4.

Noes—Directors Sinicki, Small, Todd and President Bills—4.

Director Gardner moved to amend by inserting after A8 the words "9. Develop recruitment and expansion capacities to expand the number of suburban students who choose to enroll and stay in MPS. Expand the number of entry-level seats in all over-enrolled schools and programs chosen by suburban interdistrict students."

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

Ayes—Directors Fisher, Gardner and Todd—3.

Noes—Directors Braun, O'Neil, Sinicki, Small and President Bills—5.

Director Gardner moved to amend by inserting after A15 the words "16. Commit to School-to-Work implementation at every elementary, middle and high school that prepares students for post-secondary education and high-skill, high-wage technical, industrial, construction and commercial careers. Use existing and new labor market research and documentation to create access for all MPS students to the full range of emerging industries and professions."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Todd—1.

Director Gardner moved to amend by inserting after A17 the words "18. Promote parents' ability to enroll children at the same school. Authorize all parents to participate in

all school selection and enrollment procedures as if all children within their family who qualify for a school were twins."

The amendment was adopted, the vote being as follows:

Ayes—Braun, Fisher, Gardner and O'Neil—4.

Noes—Directors Sinicki, Small and President Bills—3.

Temporarily absent—Director Todd—1.

Director Gardner moved to amend by inserting after A18 the words:

"19. Survey schools' preferences regarding designation, attendance area, enrollment qualifications, and disciplinary rules. The Superintendent will ask all MPS principals and administrative leaders of all MPS partnership, contract, and charter schools, to report no later than September 30, 1996, answers to the following questions, and any additional questions, as the administration sees fit:

1. Does your school prefer to be designated a city-wide school, a community school, or a combination of city-wide and community? If your school prefers a combination, what proportion of students would be enrolled as city-wide, and what as community students?

2. If your school prefers to be, in whole or part, a community school, what do you propose as your school's primary and secondary community boundaries?

3. What admission criteria, procedures, and qualifications does your school propose for admission and enrollment?

4. What disciplinary criteria, procedures, and qualifications does your school propose for students?

5. What effect do your answers have on your school's current and proposed racial and cultural diversity; and what effect do your proposals have on your school's current and proposed services for Exceptional Education students?"

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, O'Neil, Sinicki and Small—6.

Noes—None.

Abstaining from voting—President Bills—1.

Temporarily absent—Director Todd—1.

Director Gardner moved to amend by adding the words “Expand German, French, and Spanish Immersion Schools. Authorize principals of German, French, and Spanish Immersion Schools to use modular units to expand admissions of over-subscribed

language immersion schools to expand entrance capacity for suburban interdistrict transfers without displacing any City Milwaukee student of any race, as required by previous Board resolution."

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

Ayes—Fisher, Gardner and O'Neil—3.

Noes—Directors Braun, Sinicki, Small and President Bills—4.

Temporarily absent—Director Todd—1.

Director Small moved to amend by making the Board adoption of the MPS system of Public School Choice contingent upon the administration's bringing back to the Board a detailed fiscal impact statement for Board consideration by its January 31, 1996, meeting.

The amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, O'Neil, Small, Todd and President Bills—5.

Noes—Directors Braun, Gardner and Sinicki—3.

Director Fisher in the Chair.

Director Bills moved to amend by adding the following language: "All schools become 55% neighborhood attendance area schools and 45% city-wide with the exception of the language immersion schools, the Montessori schools, and Elm, Roosevelt and the Milwaukee High School of the Arts."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, O'Neil, Sinicki, Small, Todd, and Chair pro Tempore Fisher—6.

Noes—Directors Braun and Gardner—2.

Director Bills moved to amend by adding the following language: "That modular units be used to expand early childhood programs in neighborhoods with greater numbers of pre-school children."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, O'Neil, Sinicki, Small, and Chair pro Tempore Fisher—6.

Noes—Directors Gardner and Todd—2.

Director Bills moved to amend by adding the following language: “That the percentage of seats or space in each school be reserved for exceptional education students with needs other than speech and language only. Such percentage will be no less than 2% below the district average at each level.”

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, O'Neil, Sinicki, Small, and Chair pro Tempore Fisher—6.

Noes—Directors Gardner and Todd—2.

President Bills in the Chair.

Director Sinicki moved to amend the plan to provide that if the plan is implemented, there be no increase in the transportation budget.

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

Ayes—Director Sinicki and President Bills—2.

Noes—Directors Braun, Fisher, Gardner, O'Neil, Small and Todd—6.

The question being on approval of the Superintendent's recommendations as amended, they were approved, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, O'Neil, Small and Todd—6.

Noes—Director Sinicki and President Bills—2.

* * * * *

(Item B) Action on Recommendations for Proposed Contracts with Partnership Schools

Administration's Analysis

1. On June 28, 1995, the MPS Board of School Directors gave approval to contracts with 20 community based organizations to operate alternative programs to serve Children at Risk as provided under Wisconsin Statute 118.153. Four schools received one-year contracts and sixteen schools were awarded two-year contracts.

2. The audit report prepared by the Office of Board Governance recommended that the administration submit preliminary recommendations for partnership school contracts for the upcoming school year earlier than June, and at the June meeting, present the final recommendations for contract renewal. In the past, recommendations for approval of partnership school contracts have come before the Board.

3. Early preliminary approval of the Board's intent to enter into partnership school agreements would:

- Provide more time to gather, analyze, and report student performance, contract compliance, and seat utilization data needed by the Board to make an informed decision on final contract approval.
- Provide an opportunity for parents to access seats in alternative schools as part of the school selection process.
- Provide, in the event that a contractor fails to receive final approval for contract renewal, that seats can be reallocated among existing approved contracted partnership schools and/or the issuance of a Request For Proposal for new organizations to supply any additional seats.

4. Final approval of the Board's intent to renew contracts would be contingent on the following:
   - The degree of success in meeting student performance outcomes required of partnership schools.
   - The level of compliance with the terms of the previous contract.

- The utilization of contracted seats purchased by MPS.
- The availability of funds sufficient to support the level of contracts approved.

5. The audit report prepared by the Office of Board Governance also recommended that additional measures of student achievement be used as a basis for judgments on the overall quality of elementary and middle partnership schools. Measures of writing and mathematics proficiency will be added to the set of measures that are reported to the Board for final contract approval in June. Writing and mathematics proficiency baseline data will be reported in 1995-96 in each grade where these data are routinely collected and reported as part of the MPS Accountability Plan. Comparative data will be reported in 1996-97 and used as measures of school performance in addition to those already in use.

6. By the June meeting of the Board, the Division of Alternative Programs will present any recommendations for changes to the preliminary contract recommendations made in November that may result from analysis of fiscal accountability, ability to fill seats purchased, compliance with the previous contract, and performance data, including proficiency exam results.

7. MPS, under the terms of the contract, also reserves the right to terminate any multi-year partnership school agreement before the expiration term when:

- MPS has determined that the agency, or any of its representatives, has violated the provisions of the agreement or the regulations governing it;
- MPS determines that the quality of the program administration or program services fall below the educational or fiscal standards outlined in the agreement;
- during the term of the agreement, Federal and/or state funds supporting the agreement are reduced;
- both parties agree in writing to terminate the agreement.

Strategic Plan Compatibility Statement

8. The recommendations support the Board goals related to academic achievement, equity, and fiscal responsibility.

Statute, Board Policy or Rule Statement

9. The funding recommendations adhere to the provisions established by Wisconsin Statute 118.153, the Children At Risk law, the MPS Board Standards for Contracting with Partnership Schools, and the recommendations of the Management Audit Review of the Division of Alternative Programs.

Fiscal Impact Statement

10. The current contract costs for these agencies are shown below.

Superintendent's recommendations

1. That in order to align with a new November contract approval timeline, and still allow for a staggered evaluation cycle, some contracts be extended on a one-time basis. The administration recommends giving a one-year extension to every partnership school except the following:

- partnership schools in their first year of operation;
- schools about which issues have been raised regarding performance, contract compliance, or seat utilization which need to be resolved over the course of the 1995-96 school year.

Schools in the last category may be recommended for contract extensions at a later date if the issues are satisfactorily resolved.

2. That the Board of School Directors declare its conditional intent to renew contracts with the following organizations.

1) Extend One-Year Contract to Two Years

	Seats	Grades	95-96 Contract
UCC-Middle School	40	6-8	$218,600
Sub Total	40		$218,600

2) Extend Two-Year Contracts to Three Years

Aurora Weier Education Center	65	8-12	$355,225
Career Youth Development	70	9-12	$355,225
Cornerstone	80	9-12	$437,200
Council for Spanish Speaking.	70	9-12	$382,550
Fritsche LEAP Middle School	60	5-7	$301,637
Milwaukee Spectrum	80	9-12	$437,200
NOVA	75	6-12	$409,875
Seeds of Health	125	9-12	$655,800
Shalom High School	95	9-12	$519,175
Silver Spring	65	6-8	$355,225
Spotted Eagle	50	9-12	$273,250
Sub Total	885		$4,482,362

3. That contract terms not be extended at this time with the following organizations, pending further review and monitoring during the 1995-96 school year.

1) Retain One-Year Contract

	Seats	Grades	95-96 Contract
Benito Martinez/SER-Jobs	60	6-8	$327,900
Assata/SDC	60	9-12	$327,900
Synergy, Lad Lake	60	6-12	$327,900
Sub Total	180		$983,700

2) Retain Two-Year Contract

Bruce Guadalupe	60	5-6	$238,500
HR Academy	60	6-8	$327,900
Learning Enterprise of Wis.	80	9-12	$437,200
St. Francis Children's Center	20	4-6	$79,500
Walker Middle School	40	6-8	$201,091
Sub Total	260		$1,284,191
TOTAL	1285		$6,968,853

4. That the final award of contracts for the ensuing school year be contingent on satisfactory end-of-year data and on appropriation of sufficient funds in the FY97 district budget. The decision to award contracts shall be in the sole discretion of the Board.

Director Gardner moved to approve the partnership school contracts.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Sinicki—1.

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(Item C) Action on Recommendations for Proposed Contracts with Day Care Centers

Administration's Analysis

1. As a result of the 1988 desegregation settlement agreement, the Milwaukee Public Schools has been directed under Sec. 119.72, Stats., to contract with private, non-profit, non-sectarian day care agencies located in the City of Milwaukee to provide early childhood education to four- and five-year-olds who are residents of the city.

2. Under this program kindergarten programs have been established at five day care centers located in the City of Milwaukee in order to provide continuity of care for the young child enrolled in a K4 or K5 program. The number of centers has increased since the beginning of the project in 1988-89.

3. In these programs, the kindergarten teacher is a certificated staff person hired by the Milwaukee Public Schools. These teachers follow a similar daily and school year schedule as other MPS kindergarten teachers. Day care staff are there as program personnel and also work with school children outside of the regular school day.

4. Under this program the contracting day care agencies reimburse MPS for the partial cost of the MPS teacher assigned to the contractor's site. The agencies are charged $38,000 for a full-time teacher and $19,000 for a half-time teacher. Payment are made to MPS on monthly installments deducted from monthly payments.

5. Legal notice and public informational meetings were given soliciting proposals from child care providers. A total of seven (7) proposals were submitted to the advisory board for consideration.

6. The State Funded Kindergarten Day Care Advisory Board did proposal reading and site visits. Points were given to proposals and site visits using instruments that were modified and adopted by the Board of School Directors for program implementation. Pertinent information was given by the representative on the advisory board from the Division of Community Services concerning agencies who are in compliance with the agencies' guidelines. Top rated programs were recommended for funding.

Strategic Plan Compatibility Statement

7. The State Funded Kindergarten Day Care Program supports the Board goals of increased student achievement and equity.

Statute, Board Policy or Rule Statement

8. Board policy requires all outside contracts for day care agencies to be approved by the Board.

9. State Stat. 119.72 directs Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

10. Contracting with day care agencies will require $910,000. The cost of providing these services is fully funded from the Wisconsin desegregation funds. No Board funds are appropriated for this purpose. The costs per pupil for the kindergarten day care program are $3,450 per five-year-old (full day) and $1,725 for four-year-old (half day). At no time shall agencies receive payment for seats which were not filled by eligible Milwaukee resident students.

Implementation and Assessment Plan

11. Formal/informal assessments are implemented throughout the school year.

Superintendent’s recommendations

1. That the Board of School Directors declare its intent to renew contracts with the following agencies to provide and fill allocated FTE (K5's or K4's):

Day Care Center	**96-97 Slots**	**Amount**
Carter Child Development Center	60	$207,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Ctr.	36	124,200
Urban Day I	20	69,000
Urban Day II	20	69,000
On site teachers/substitute teachers		233,800
Fringe benefits/car allowance		
Program coordination/supplies		

Total	**910,000**

2. That final approval be contingent on receipt of sufficient funds and successful outcomes resulting from the formal and informal assessment conducted during the 1995-96 contract experience.

Director Fisher moved to approve the day care center contracts.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item D) Action on Recommendations regarding the Exceptional Education Reform Plan

Administration's Analysis

1. The Exceptional Education Reform Plan represents a new means of delivering services and programs. The aim of the reform plan is to ensure that students receive the services they need while moving services closer to students and parents, with the primary locus of control of these services moving to schools.

2. The guiding parameters of the exceptional education reform plan are:

- Services to students and parents will be delivered closer to schools and will be more responsive, effective, and efficient.
- The ability of each school will be increased to meet the diverse needs of all students, to do so in the least restrictive environment, and to directly address the issues of equity.
- Services delivered to students will be appropriate, based on the understanding that exceptional education is not a separate place for students, but a set of services designed to ensure access to regular curriculum and high standards.
- Compliance with federal and state laws protecting the rights of students who have disabilities will be maintained.

The reform plan was developed by a committee on Exceptional Education Reform. A list of committee members is attached. After completing an initial draft of the reform plan, focus group sessions were held with approximately 200 teachers, principals, parents, community members, and central services staff. Suggestions from these groups were used to produce the final plan.

3. The following changes will be made in the operation of the Division of Exceptional Education and Supportive Services, schools and other related Departments. The changes will affect both students and staff.

Changes Affecting Students:

- Services will be closer to parents and students.
- Assessments, M-Teams, IEP's and placements will increasingly take place in schools.
- Parents of students with exceptional education needs will participate in the school selection process.
- Students will be served in same school where they begin the year.

- Schools will build their capacity to meet the needs of all students.

Changes Affecting Staff:

- A smaller Division of Special Services will be created for necessary centralized functions, such as city-wide placements, low incidence programs, legal procedures, etc.
- Functions will be merged across departments.
- Procedures will take place as much as possible in schools.
- Clerical moneys will be decentralized.
- The position of Special Needs Coordinator will be created.

Eighty-six Special Needs Coordinator positions in schools and 17 Special Needs Coordinator positions which will remain centralized will be created by reallocation of moneys for the currently centralized positions of diagnostic teachers, case managers, consulting teachers, and program support teachers. The elimination of these positions will provide approximately $4,025,000 which will be moved to schools to support the special needs coordinators, and approximately $748,744 to support the Special Needs Coordinator positions which will remain centralized.

The special needs coordinator will

-- support all teachers in better meeting the needs of students having significant educational or behavioral difficulties
-- be responsible for M-team and reevaluation procedures, such as chairing team meetings and being reevaluation coordinator
-- provide educational and behavioral evaluations for initial referrals of students
-- chair initial IEP meetings (except for speech & language only students)
-- serve as the placement officer designee for all placements which take place within the M-team school and as the contact with supervisors for placements taking place outside the school
-- assist teachers and administrators with compliance issues
-- assist schools in providing a continuum of services in the least restrictive environment appropriate.

Strategic Plan Compatibility Statement

4. The adoption of this reform plan would support the Board goals related to academic achievement and equity.

Statute, Board Policy or Rule Statement

5. The Exceptional Education Reform Plan conforms to Board policies and state statutes.

Fiscal Impact Statement

6. Adoption of this recommended plan does not increase or decrease costs, although it involves a reallocation of positions and moneys from the Division to schools, with the exception of:

A one-time cost of $175,000 ($100,000 in FY96, $75,000 in FY97) for professional development for school principals on implementation and compliance issues, for special needs coordinators on their new job responsibilities, and for teachers with information on alternative strategies for meeting the needs of students with exceptional education needs. This amount represents a new cost which cannot be covered under existing budgets. The funds of $100,000 for FY96 will be reallocated from the teacher reserve fund and $75,000 will be included in the FY97 budget. The cost-benefit to the district is being able to build a knowledge base in principals, special needs coordinators, and teachers to be able to use a new model of exceptional education service delivery to students and parents.

A cost of $30,000 in FY98 for a consultant to evaluate the effectiveness of the new model. The funds will come from FY98 budget initiatives.

A one-time cost of $225,000 ($50,000 in FY96, $175,000 in FY97) for technology, such as modems, CRTs, printers, cabling, and telephones so that special needs coordinators and supervisors can be

linked for access to placement options, student information, compliance information, M-team processing, etc. The funds of $50,000 for FY96 will come from the teacher reserve fund and $175,000 will be included in the FY97 budget.

Locating most special needs coordinators, supervisors, employment training specialists, and clerical staff in schools will result in a reduction of at least 50% in the need for space at the Exceptional Education and Supportive Services Center.

Implementation and Assessment Plan

7. This reform plan will be implemented at the beginning of FY 97. A number of preparations will occur between the present time and August, 1996, as listed in the report.

Changes resulting from this reform plan that have contractual implications will require the administration to negotiate their impact with appropriate bargaining units.

The effectiveness of and client satisfaction with the model will be evaluated by a consultant, as well as by a committee of principals, parents, teachers, administrators, community representatives, and representatives from the Broadly-Based Task Force on Exceptional Education.

Superintendent's recommendations

1. That the Board accept the Exceptional Education Reform Plan (attached).

2. That the Board approve the creation of 103 positions of Special Needs Coordinator (teacher basis), with funding to be provided through the elimination of existing diagnostic teacher, case manager, consulting teacher and program support teacher positions.

3. That $150,000 be transferred from the teacher reserve fund to the Division of Exceptional Education & Supportive Services to support the FY96 requirements described in the Fiscal Impact Statement.

Director Small moved that the exceptional education reform plan be returned to the administration for the development of options for implementation, with a report back to the Board by the January 31, 1996, meeting for Board consideration.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—Directors Fisher and Gardner—2.

Director Gardner moved that the Board affirm the guiding parameters of the reform plan:

- Services to students and parents will be delivered closer to schools and will be more responsive, effective, and efficient.

- The ability of each school will be increased to meet the diverse needs of all students, to do so in the least restrictive environment, and to directly address the issues of equity.

- Services delivered to students will be appropriate, based on the understanding that exceptional education is not a separate place for students, but a set of services designed to ensure access to regular curriculum and high standards.

- Compliance with federal and state laws protecting the rights of students who have disabilities will be maintained.

The motion prevailed, the vote being as follows:

Ayes—Braun, Fisher, Gardner, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—None.

* * * * *

The Board adjourned at 11:09 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 20, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

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

Absent—None.

Director Fisher moved to take up Unfinished Business immediately.

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

Ayes—Fisher, Johnson and O'Neil—3.

Noes—Directors Braun, Gardner, Sinicki, Small, Todd and President Bills—6.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARD

December 10, 1995, through January 15, 1996, has been designated by the Milwaukee Board of School Directors as Peace Month or Schools Against Violence Month. The theme for the month is "Create Peace Every Day in Every Way." The purpose of the observation is to encourage students to be concerned about violence and also work to prevent it.

Individual schools are observing Peace Month through a variety of activities, including participating in a district-wide poster contest and writing contest. A resource fair was held in November for school staffs to explore ideas and learn about unique activities to promote peace. Schools were also provided with a list of possible ideas for activities, such as: organizing parent group discussions on violence prevention, emphasizing peer mediation efforts, conducting a peace pep rally, encouraging students to do research on the word, "peace," conducting class debates on gun control and safety or other topics, creating peace flags and/or buttons, composing a song or a play about non-violence, assigning students to read about famous peacemakers, and many others.

In addition, all schools were asked to observe a moment of silence on Friday, December 15, 1995, at 10:15 a.m. Students were encouraged to silently think about creating peace in their own lives.

At this evening's meeting of the Milwaukee Board of School Directors, the Board is recognizing the following individuals for their efforts in promoting peace in our schools and community:

Michael Fountain, Jack Stebbins, and Gerhard Fischer.

Reverend Michael Fountain, former pastor of St. Benedict The Moor Church, and Mr. Jack Stebbins, active member of St. Ben's, established a student peace award about three years ago for a Riverside University

High School student. The congregation raised $100 to present to the student, along with a plaque for being an active promoter of peace at the school and in the community.

Since that time, the peace award program has grown and currently involves several congregations matched with about 14 Milwaukee schools. Mr. Gerhard Fischer, member of Reformation Lutheran Church, has been very active in promoting the peace award program throughout the Lutheran church community. He was instrumental in establishing the program at Washington High School and Parkman Middle School as well as getting other congregations connected with MPS schools. The funds to support the peace award program come directly from contributions from church congregations. Individual schools and churches develop their own criteria for student selection. However, the students selected exemplify a model of peacemaking in their lives through outstanding contributions to peace and justice.

Currently the Interfaith Conference of Greater Milwaukee is encouraging the continued growth of this program through its Peace and International Issues Committee. Through their efforts, churches are being actively recruited to sponsor a peace award program with a Milwaukee school.

On behalf of the entire school district, we would like to express our sincere appreciation and gratitude to Reverend Michael Fountain, Mr. Jack Stebbins, and Mr. Gerhard Fischer for their pioneer efforts in establishing and expanding this program. It is also appropriate to acknowledge the work of many other unnamed individuals who are continuing to work to expand the peace awards program. We appreciate your support and encouragement of our students and are grateful for your active involvement in promoting peace and justice within our schools and the greater Milwaukee community.

The Milwaukee Board of School Directors would also like to recognize **a fifth grade student at Tippecanoe Elementary School**:

Kevin Kleist

Kevin was awarded the 1995-96 Dr. Martin Luther King, Jr. Youth Achievement Award in the "humanitarian" category. He was nominated for the award because of his efforts to promote and advance human welfare in his school and community. Kevin suffers from terminal bone cancer and is not expected to be able to attend the city-wide Dr. Martin Luther King, Jr. celebration program on January 14, 1996. A special awards ceremony was held in his home on December 12th.

The principal of Tippecanoe School, Ms. Pamela Frey, and two of his teachers, nominated Kevin for the award because of his courage, character, and determination. In spite of his serious illness, Kevin was very active in school drives such as "Coats for Kids" and the holiday food drive. His classmates voted him as student council representative and he participated in various sports. His teacher, Ms. Mary K. Jakubiak, said he was a friend to all and never wanted to be treated differently. In fact, Ms. Frey said that Kevin used his illness as a teaching tool for his classmates, providing them with information as he learned more about his disease and allowing students to ask questions.

As the district observes peace month, it is very fitting to recognize Kevin Kleist for his peacemaking work and for helping to make his school and community a better place for others. The entire school district is very proud of you, Kevin.

* * * * *

APPROVAL OF MINUTES

The minutes of all regular and special Board meetings for the Board year 1990-91 were approved, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Todd and President Bills—4.

Noes—None.

Abstaining from voting—Directors Braun, Gardner, Sinicki, Small and Todd—5.

The minutes of all regular and special Board meetings for the Board year 1991-92 were approved, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Abstaining from voting—Directors Braun, Fisher and Gardner—3.

The minutes of all regular and special Board meetings for November 1994, through April 1995, were approved, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Abstaining from voting—Directors Braun, Fisher and Gardner—3.

REPORTS AND COMMUNICATIONS FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item A) Extension of contract for Negotiations Services

December 20, 1995

TO THE BOARD OF SCHOOL DIRECTORS;

On June 14, 1995, the Director, Office of Board Governance advised the Board:

Since 1989, the Board has employed an individual to conduct its contract negotiations with the Milwaukee Teachers' Education Association (MTEA) and the Administrators' and Supervisors' Council (ASC). This contract expired on May 31, 1995.

Since the Board is currently in the midst of negotiations with the Milwaukee Teachers' Education Association and the Administrators' and Supervisors' Council, it may wish to consider the employment of an individual, under a limited contract, to conclude these negotiations. It is anticipated that negotiations can be concluded no later than December 31, 1995.

It is the intention of the Office of Board Governance and the administration to put the negotiating services contract out to bid upon conclusion of the current round of negotiations. The ASC and MTEA contracts currently under negotiation are expected to extend for two years, therefore allowing the Board sufficient time to review new proposals for negotiations services.

At the June 14, 1995, meeting, the Board approved entering into a contract with Quarles and Brady/Michael Spector for negotiations services through December 31, 1995, under the same terms, conditions and addenda that were included in the contract that expired on May 31, 1995.

It has not been possible to conclude the negotiations within the anticipated time frame. Therefore, a further extension of the contract is being recommended. The Office of Board Governance and the administration still intend to put the negotiating services contract out to bid upon conclusion of the current round of negotiations.

It is therefore recommended that the Board authorize the extension of the contract with Quarles and Brady/Michael Spector for negotiations services regarding the MTEA and ASC until ratification of new contracts with both the MTEA and ASC, with all other provisions, including the right of the Board to terminate such services on 30 days notice, to be identical to the extension approved on June 14, 1995.

NANCY R. NOESKE
Director

Director Sinicki moved the Board authorize the extension of the contract with Quarles and Brady/Michael Spector for negotiations services regarding the MTEA and ASC until ratification of new contracts with both the MTEA and ASC, with all other provisions, including the right of the Board to terminate such services on 30 days notice, to be identical to the extension approved on June 14, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item B) Summary Report of Public Hearings on Proposed School Closings/Refocus Held on December 7 and 11, 1995.

There were a total of 169 individuals who gave oral testimony at the two all day public hearings. An additional 15 separate written comments were forwarded to the Office of Board Governance on the subject of recommended school closings.

Verbatim transcripts and audio tapes of the two 12 hour hearings were carefully reviewed. Each of the six schools recommended for closure in 1996-97 received some public testimony. Individuals also spoke to four other schools.

The 184 individuals providing oral and written public testimony included teachers and other professional staff, parents, students and other citizens. While some of these individuals represented more than one of these four general categories (i.e. some teachers were also parents) and it was unclear from the testimony of other speakers as to which of the categories they represented, an effort was made to identify a primary category for each of the speakers.

The following summarizes public testimony by school, in the general categories of staff, parents, students and other.

	Staff	Parents	Students	Other	Total	% of Total
Malcolm X	18	11	13	12	54	30%
South Division	2	6	7	15	30	16%
Palmer	5	4	6	--	15	13%
North Division	7	1	9	2	19	11%
Parkman	3	--	2	2	7	4%

Madison	7	1	--	--	8	4%

	Staff	Parents	Students	Other	Total	% of Total
Lincoln	4	4	--	--	8	5%
Hamilton	4	--	--	--	4	2%
Bay View	--	2	--	--	2	1%
Pulaski	1	--	--	--	1	1%
All Other	4	14	--	8	26	14%
TOTAL	55	43	37	39	174	100%
% of Total	41%	3%	20%	6%	100%	

Received and ordered placed on file.

REPORTS OF SPECIAL COMMITTEES

The Director of Board Governance presented 16 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 November 17 at 9:30 and 11:30 AM; November 20; November 21; November 22; November 27; November 28; December 1; December 4; December 5; December 6; December 7 at 9:00 and 11:30 AM; December 8 at 11:30 AM and 2:00 PM; and December 12, 1995.

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

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

Noes—None.

* * * * *

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public comment on Items 1 through 3 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:55 PM.

The Committee recessed from 7:05 to 7:15 PM, 7:19 to 7:23 PM, and 7:24 to 7:34 PM.

The Board rose from the Committee of the Whole at 8:03 PM.

Director Johnson, who chaired the Committee of the Whole, reported that the Committee of the Whole had heard public comment on Items 1 through 3 of the Regular Items of Business.

By unanimous consent, the Board took up Unfinished Business

UNFINISHED BUSINESS

(Item A) Action on Recommendations to Close Schools and to Review or Change the Focus of Schools

Administration's Analysis

1. The administration is proposing the following recommendations in order to bring our school district into the 21st Century with an educational agenda that will meet the needs of our students and our community.

2. It is recommended that several schools be closed at the end of the 1995-96 school year and reconstituted for the 1996-97 school year. The district's accountability data with a consideration for issues of climate were used in determining which schools to recommend for closing and reconstitution.

3. In addition:
   - Some programs will be replicated at other schools.
   - Some schools will change their educational focus.
   - Some schools will be identified for special attention.
   - Additional schools will be targeted for improvement during the 1997-98 school year.
   - All-day kindergarten programs will be expanded at both school and community sites. Three will have a Montessori focus, three will have an arts focus, and the remainder will have an early childhood focus.
   - Montessori programs will be expanded. For example, Craig School could become a Montessori School, growing its own program.
   - Extended day programs will be replicated at sites to be determined.
   - Opportunities for breaking out of the traditional grade level designations, breaking from the high school Carnegie unit, and other innovative ideas will be explored.

4. Plans for High Schools

SCHOOLS TO BE CLOSED AT THE END OF THE 1995-96 SCHOOL YEAR AND RECONSTITUTED IN 1996-97:

It is recommended that North Division High School and South Division High School be closed at the end of the 1995-96 school year and reconstituted in 1996-97.

1. Students remain
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.

3. A school planning team (to include parent and community representation) will be involved in planning new program. The new program will consider at a minimum the following points:

- Must plan program that includes effective schools research.
- Must do school within a school or similar concept.

- Must include a Parent/Community Governance structure.
- Must address delivery of the instructional program, (e.g. moving away from the Carnegie unit, changing the school day, using technology, etc.)
- Must include plans for all students (including exceptional education and alternative education).
- Must prepare students for college.
- Must have community focus.
- Will receive same funding as previously.

Madison High School will be closed at the end of the 1995-96 school year and reconstituted in 1996-97.

1. Students remain
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. Same points as #3 above with the addition of:
   - College Bound Program

REVIEW OF FOCUS FOR 1996-97:

Custer High School will not be closed and reconstituted but will review/revise its focus for 1996-97.

- The school will review how it is configured at this time in order to see if it is meeting the needs of students.

CHANGE IN FOCUS FOR 1996-97:

Bay View High School will change its focus in 1996-97.

1. Students remain
2. Principal will convene a planning process to institute University High School program.
   - Must work with a pre-identified university/college.
   - Will receive same funding as previously.

5. Plans for Middle Schools

SCHOOLS TO BE CLOSED AT THE END OF THE 1995-96 SCHOOL YEAR AND RECONSTITUTED IN 1996-97:

Malcolm X Academy and Parkman Middle School will be closed at the end of the 1995-96 school year and reconstituted in 1996-97.

1. Students remain
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.
3. A school planning team (to include parent and community representation) will be involved in planning a new program. The new program will consider at a minimum the following points:
   - Must plan program that includes Carnegie report, "Turning Points."
   - Must do school within a school or similar concept.
   - Encouraged to change school day.
   - Must include plans for all students (including exceptional education and alternative education).
   - Must have community focus.
   - Will receive same funding as previously.

REVIEW OF FOCUS FOR 1996-97:

Lincoln Middle School will review/revise its focus in 1996-97. Lincoln Middle Schools was opened as a second arts school with the intention of reducing the waiting list for Roosevelt Middle School for the Arts.

6. Plans for K-8 Schools

REVIEW OF FOCUS FOR 1996-97:

Burdick School will begin an arts specialty program, grades 1-8.

7. Plans for Elementary Schools

SCHOOL TO BE CLOSED AT THE END OF THE 1995-96 SCHOOL YEAR AND RECONSTITUTED IN 1996-97:

Palmer Elementary School will be closed at the end of the 1995-96 school year and reconstituted in 1996-97.

1. Students remain
2. Change in staff
   - Staff will have an opportunity to apply to the reconstituted school.

3. A school planning team (to include parent and community representation) will be involved in planning a new program. The new program will consider at a minimum the following points:
   - Must plan program that includes effective schools research.
   - Must do school within a school or similar concept.
   - Encouraged to change school day.
   - Must include plans for all students.
   - Community focus.
   - Same funding as previously.

REVIEW OF FOCUS FOR 1996-97:

38th Street Elementary School will review/revise its focus in 1996-97. Although the school is still developing satisfactory achievement levels in many of its pupils, a review of the accountability measures for the past several years shows a number of declining trends.

PLANS FOR 1997-98:

The intent at this time is to place the following schools on notice that they may need to make changes in the school focus in meet the needs of their students. Planning in the following schools can begin in 1996-97 with local school funding.

Marshall High School
Pulaski High School
Washington High School
Vincent High School

Edison Middle School
Muir Middle School
Kosciuszko Middle School
Steuben Middle School

Fernwood Elementary School (K-8)
Gaenslen Elementary School (K-8)

Thirty-seventh Street Elementary School
Franklin Elementary School
Maple Tree Elementary School
LaFollette Elementary School

8. Other possible areas and directions for change include:

   - Increase the number of extended day programs offered at elementary schools.

   - Increase the number of seats for Montessori programs.

   - Create a small program for middle school students in humanities and visual arts at 8th Street, with the program to be moved to another site in the future.

   - Locate a new site for the Wisconsin Conservatory of Life-Long Learning, which will remain at its present site for one additional year.

Strategic Plan Compatibility Statement

9. High performing schools are distinguished by having a clear, unified mission, high standards, and strong, stable leadership (including strong teacher leaders). In opening new schools, the district needs to pursue a process that builds schools with the essential components of success, including a process for periodic, ongoing review and change. The *K-12 Teaching and Learning Goals* and *School-to-Work* will remain as our reform agenda.

Statute, Board Policy or Rule Statement

10. Wisconsin State Statute 119.18(23) *School Closings* empowers the board to close any school that it determines is low in performance by adopting a resolution to that effect. The recommended resolution is as follows:

WHEREAS, The Milwaukee Board of School Directors and the Superintendent are committed to reform efforts that support high expectations and improving achievement levels of all students in the Milwaukee Public Schools and providing appropriate educational programs as a district priority; and

WHEREAS, Section 119.18(23), Wis. Stats., permits the Board to close any school that it determines is low in performance by adopting a resolution to that effect; and further provides that if the Superintendent recommends to the Board that a school be closed, that such reasons for closing shall be stated in writing; and

WHEREAS, The Superintendent has identified six (6) school which he has determined to be low performing and has submitted to the Board a recommendation to close said schools and the reasons for such recommendation have been set forth in writing; and

WHEREAS, The Board, on December 7 and 11, 1995, gave hearing to the Superintendent's recommendation to close North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year and concurred that said schools are low performing now, therefore, be it

RESOLVED, The Board hereby approves the closing of North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year.

11. This action does not conflict with the policies of the Board of School Directors.

Fiscal Impact Statement

12. Schools that are closed and reopened or have a change in their focus will be expected to operate within their current budget. However, there will be some one-time start-up costs for schools that are closed and reopened. The approximate start-up costs will be as follows:

	FY96	FY97
Consultant to coordinate work plans and delineate tasks to ensure a smooth transition	$30,000	
Planning and staff development time for staffs at the six closed/reopened schools	$419,000	$419,000

Funds ($50,000) for each of the six schools to be used for planning and developing a new focus and program during the 1995-96 school year.	$ 300,000	
Funds ($30,000) for planning and developing a new focus for the four alternative schools	$120,000	
TOTAL	$869,000	$419,000

Implementation and Assessment Plan

13. An implementation and assessment plan is being developed and will incorporate a process whereby parents and members of the community will play an active role in the planning of the program, as well as in developing the governance structure at each school.

14. The overall timeline for closing and reopening the six schools will be available at the time of the meeting.

Superintendent's recommendations

1. That the Board adopt the following resolution which closes North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year:

WHEREAS, The Milwaukee Board of School Directors and the Superintendent are committed to reform efforts that support high expectations and improving achievement levels of all students in the Milwaukee Public Schools and providing appropriate educational programs as a district priority; and

WHEREAS, Section 119.18(23), Wis. Stats., permits the Board to close any school that it determines is low in performance by adopting a resolution to that effect; and further provides that if the Superintendent recommends to the Board that a school be closed, that such reasons for closing shall be stated in writing; and

WHEREAS, The Superintendent has identified six (6) school which he has determined to be low performing and has submitted to the Board a recommendation to close said schools and the reasons for such recommendation have been set forth in writing; and

WHEREAS, The Board, on December 7 and 11, 1995, gave hearing to the Superintendent's recommendation to close North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year and concurred that said schools are low performing now, therefore, be it

RESOLVED, The Board hereby approves the closing of North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year.

2. That the following schools review their educational focus: Custer, Bay View, Lincoln, Burdick, and 38th Street Schools

3. That the following schools be placed on notice that they may need to make changes in the school focus in order to meet the needs of the students: Marshall, Pulaski, Washington, Vincent, Edison, Muir, Kosciuszko, Steuben, Fernwood, Gaenslen, 37th Street, Franklin, Maple Tree, and LaFollette Schools.

4. That the Board authorize the transfer of $869,000 from the School Operations Contingent fund to provide support, as indicated above in the fiscal impact statement.

* * * * *

Director Gardner moved to approve the superintendent's recommendation with respect to the adoption of the resolution to close North Division High School, South Division High School, Madison High School, Malcolm X Academy, Parkman Middle School, and Palmer Elementary School at the end of the 1995-96 school year:

At the request of various Board members, the Chair ordered a separate vote on each item.

Director Johnson moved to postpone consideration until January 17, 1996.

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

Ayes—Directors Fisher, Johnson and O'Neil—3.

Noes—Directors Braun, Gardner, Sinicki, Small, Todd and President Bills—6.

The question being on the motion to adopt the resolution to close North Division High School, the motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Sinicki, Small, Todd and President Bills—5.

Noes—Directors Braun, Fisher, Johnson and O'Neil—4.

Directors Braun and O'Neil requested permission to change their votes. There being no objection the request was granted, the vote then being:

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

Noes—Directors Fisher and Johnson—2.

The question being on the motion to adopt the resolution to close South Division High School, the motion prevailed, the vote being as follows:

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

Noes—Directors Fisher, Johnson, O'Neil and Sinicki—4.

The question being on the motion to adopt the resolution to close Madison High School, the motion prevailed, the vote being as follows:

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

Noes—Directors Fisher, Johnson and O’Neil—3.

The Board recessed from 8:58 to 9:20 PM.

The question being on the motion to adopt the resolution to close Malcolm X Academy, Director Gardner moved to substitute the following motion: "That during the 1995 academic year, Malcolm x be afforded the opportunity to create a new governance structure in which a board of parents of students currently attending Malcolm X Academy elect a body of parents of students currently attending Malcolm X Academy, to constitute a majority of the governing body of that school, which body shall also include representation from teachers, administration and community in a form and manner proposed by the elected parents."

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

Ayes—Directors Fisher, Gardner, Johnson and O'Neil—4.

Noes—Directors Braun, Sinicki, Small, Todd and President Bills—5.

The question being on the motion to adopt the resolution to close Malcolm X Academy, the motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small. Todd and President Bills—5.

Noes—Director Braun, Fisher, Gardner and Johnson—4.

The question being on the motion to adopt the resolution to close Parkman Middle School, the motion prevailed, the vote being as follows:

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

Noes—Directors Fisher, Johnson and O'Neil—3.

The question being on the motion to adopt the resolution to close Palmer elementary School, the motion prevailed, the vote being as follows:

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

Noes—Directors Fisher, Johnson and O'Neil—3.

Director Gardner moved that the following schools review their educational focus: Custer, Bay View, Lincoln, Burdick, and 38th Street Schools.

The motion prevailed, the vote being as follows:

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

Noes—Directors Fisher, Johnson and O'Neil—3.

Director Braun moved that the following schools be placed on notice that they may need to make changes in the school focus in order to meet the needs of the students: Marshall,

Pulaski, Washington, Vincent, Edison, Muir, Kosciuszko, Steuben, Fernwood, Gaenslen, 37th Street, Franklin, Maple Tree, and LaFollette Schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Small moved that the Board authorize the transfer of $869,000 from the School Operations Contingent fund to provide support, as indicated above in the fiscal impact statement.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Director Gardner moved that any plan or restructure in the interim and/or final governance of the school would include the election of a parent board elected by the parents of students currently attending the school and limited to parents of students currently attending the school.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, Johnson,, O'Neil and President Bills—6.

Noes—Directors Sinicki, Small and Todd—3.

Director Gardner moved that parent elections at any closed school be conducted by an independent entity and include adequate advance notice, hours of election, language translation services, qualification of voters and convenience of election site or sites to provide reasonable opportunity for all parents of students currently attending the school.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Johnson, O'Neil and Bills—5.

Noes—Directors Fisher, Sinicki, Small and Todd—4.

The Board recessed from 10:22 to 10:28 PM, after which the Board returned to the regular order of business.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on a Request to Approve a Revision of Supplementation Pension Benefits for Certain Retired MPS Employees covered under the City of Milwaukee Employees' Retirement System

Administration's Analysis

1. In 1975, MPS adopted the General City's supplementation pension benefit (1975 version) which provides additional benefits to certain MPS retirees and their surviving spouses and beneficiaries covered under the City of Milwaukee Employees' Retirement System (ERS). This benefit was approved by the Board in perpetuity on a non-contractual and non-precedential basis.

2. This benefit is administered by ERS and is funded separately from the ERS by the Board. The current annual cost of this benefit is approximately $60,000. Only certain City agencies such as MPS and the City are providing supplementation benefits.

3. The supplementation benefit provided by the City is the 1995 version which provides a higher benefit level to a broader defined eligible group than the 1975 version which MPS provides. The 1995 version was not approved by the Board's Personnel and Negotiations Committee in March, 1994.

4. As indicated in an informational report to the Board dated October 18, 1995, MPS' continuation of the supplementation benefit needs to be reviewed in light of the enhanced ERS benefits (i.e. Catch-up/COLA) which certain existing retirees will be receiving effective January 1, 1996. It is the administration's understanding that it was intended that the supplementation benefits would be replaced by the enhanced ERS benefits. It is also the administration's understanding that the City, effective January 1996, will discontinue their existing supplementation to those retirees who will receive the enhanced ERS benefits.

5. The new enhanced ERS benefits are not available to all MPS retirees. Those retirees who retired early, were deferred vested, or disability retirements will not receive the enhanced benefits. The following shows a breakdown of the MPS retirees currently receiving the supplementation (1975 version) who will not be eligible for the new enhanced ERS benefits. The following also shows **net savings of $49,245 to the Board if it eliminates the current supplementation for those retirees who will receive the enhanced ERS benefit**.

	NUMBER OF MPS RETIREES	CURRENT ANNUAL MPS SUPPLEMENTATION
Retirees eligible for enhanced ERS benefit	104	$49,245 per year
Retirees not eligible for enhanced ERS benefit	33	$10,755 per year
TOTAL	137	$60,000 per year

6. The remaining cost to the Board to continue providing the 1975 version to 33 retirees and their beneficiaries and surviving spouses is $10,755 per year.

Strategic Plan Compatibility Statement

7. This item supports the Board's goals for fiscal responsibility.

Statute, Board Policy or Rule Statement

8. This item does not have implications for statutes, MPS policies or board rules.

Fiscal Impact Statement

9. Should the Board approve the recommendation to eliminate the existing MPS supplementation benefit, effective January 1, 1996, for 104 retirees and their beneficiaries and surviving spouses who are eligible to receive the enhanced ERS benefits, there will be an annual cost reduction to MPS in the amount of $49,245.

Implementation and Assessment Plan

10. The administration will need to provide notice to the ERS by December 31, 1995, of modifications to the existing supplementation benefits for an effective date of January 1, 1996.

Superintendent's recommendation

That the Board approve eliminating the existing MPS supplementation benefit effective January 1, 1996, for 104 retirees and their beneficiaries and surviving spouses who are eligible to receive the aforementioned enhanced ERS benefits effective January 1, 1996.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Action on a Response to a Resolution by President Bills and Directors O'Neil and Sinicki Directing the Administration to Propose Higher Graduation Standards for the Board's Action

Administration's Analysis

1. At its meeting on September 20, 1995, the following resolution by President Bills and Directors O'Neil and Sinicki was adopted:

WHEREAS, It is the firm belief of the Milwaukee board of School Directors that all children can learn at the highest level; and

WHEREAS, Every member of the community has a role to play in developing our children to the 21st century standards of academic, social and ethical development, and

WHEREAS, Children are not underdeveloped because they want to be, but rather because they have been allowed to be; and

WHEREAS, The establishment of high standards is critical to preparing children to face the challenges of the 21st century; and

WHEREAS, An objective of the Board is to ensure that children graduate from high school with a solid set of academic skills that will enable them to build quality lives; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the administration to propose for the Board's consideration higher standards for graduation from high school, such as the following:

1) Mastery of Calculus or its equivalent;
2) Mastery of a second language;
3) Mastery of written and spoken expression of the English language; and
4) Participation in at least one sport or extra-curricular activity; and be it

FURTHER RESOLVED, That the administration report on its proposed standards by the December 20, 1995, meeting of the Board; and be it

FURTHER RESOLVED, That after review by the Board, the Committee on Innovation/School Reform seek public input on the proposed standards; and be it

FURTHER RESOLVED, That the Committee on Innovation/School Reform report its results to the Board in time for the Board to act on the standards no later than its regular April 1996, meeting, so that the standards can become effective, beginning with the sixth grade class of 1996-97.

2. The administration is proposing five standards for graduation. They are being proposed as standards which each student must address, along with the course requirements currently approved by the Board. They are not recommended as graduation requirements in the sense of withholding a diploma from students for not meeting a certain criteria or score.

3. The administration recommends that these standards apply to students beginning with the sixth grade class of 1996-97.

4. The recommended standards are:

- Four years of high school math, including geometry and advanced math. Eighth grade algebra would be considered a required course.
- At least three years of high school science, with the curriculum covering the national science standards.
- Ability in oral performance, with students able to defend a position with evidence.
- A senior research paper included in each student's portfolio.
- Educational experiences in an area of concentration, such as technology, the arts, or foreign language.

5. The curriculum and assessments for these standards will be designed to reflect the K-12 goals and standards. The administration will encourage and support schools in developing alternatives to the traditional ways of granting credit for courses, such as exhibitions, performance assessments, alternatives to the Carnegie units, etc. These modifications will arise from a process that includes the participation of school staffs.

6. The administration will present the Board with modifications to the MPS Accountability Plan which reflects these standards, so that accountability measures are closely aligned with what we are expecting students to know and be able to do.

Strategic Plan Compatibility Statement

7. This action supports the Board's goal of increased student achievement, as well as the K-12 Teaching and Learning principles and goals.

Statute, Board Policy or Rule Statement

8. Board policy 9.38 (File ILA), *Assessment Program*, may need to be modified in order to align assessment with the standards.

Fiscal Impact Statement

9. The first year of implementation focuses on program development and initial staff development. In ensuing years, additional funds will be needed for staff development scale-up, school level implementation, student supports such as summer school and tutoring, and assessment. The following details the first year fiscal impact:

Activity	FY97

Mathematics - Middle School Math	
Summer Mathematics Institute* (25 hours, 160 teachers)	$124,000
Saturday Institutes* (15 hours, 160 teachers)	74,400
Expenses for Institute (supplies, facilities, trainers*)	37,440
Consultants	10,000

Science - Middle and High School Science	
Summer Science Institute* (25 hours, 150 teachers)	116,250
Expenses for Institute (supplies, facilities, trainers*)	23,600
Follow-up steering committee meetings*	64,976
Consultants	10,000
Oral and Written Performance - Social Studies and English	
Summer Humanities Institute* (25 hours, 175 teachers)	
Expenses for Institute (supplies, facilities, trainers*)	135,625
Follow-up work by core group*	47,950
Consultants	90,000
	10,000
Arts, Technology, Foreign Language	
Working Teams* (20 hours, 36 teachers)	44,640
Supplies	100
Consultants	10,000
Coordination	
Coordinator*	94,550
Secretary*	33,000
Substitute pay to release teachers for planning*	7,000
Orientation for principals (4 hours, 35 principals)	4,340
TOTAL	$ 937,871

**Salaries and fringe benefits.*

Implementation and Assessment Plan

10. The administration supports the resolution that public input be sought regarding these proposed standards.

11. Following public input, the administration will revise the standards in response to the concerns and suggestions of the public. Following Board approval of any revisions to the standards, the administration will prepare a plan for communicating the standards to parents and students.

12. Implementation will begin with the sixth grade class of 1996-97.

Superintendent's recommendations

1. That the Board accept the following proposed five standards for graduation:

a. Four years of high school math, including geometry and advanced math. Eighth grade algebra would be considered a required course.

b. At least three years of high school science, with the curriculum covering the national science standards.

c. Ability in oral performance, with students able to defend a position with evidence.

d. A senior research paper included in each student's portfolio.

e. Educational experiences in an area of concentration, such as technology, the arts, or foreign language.

2. That the Board's Committee on Innovation/School Reform proceed to schedule public hearings to receive input on these proposed standards.

Vice-President Johnson in the Chair.

Director Bills moved that this item be returned to the administration for preparing performance standards and applied learnings in English, language arts, math and science that students need to meet at the end of the 4th, 8th and 10th grades as well as higher graduation standards, and to bring back the information to the Board to keep on the original timeline of hearings in February and the April deadline for Board action.

The motion prevailed, the vote being as follows:

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

Noes—None.

President Bills resume the Chair.

* * * * *

(Item 3) Action on a Response to a Communication from R. Tieg Whaley-Smith Regarding Mandatory Community Service for MPS High School Students and Action on Recommendations

Administration's Analysis

1. The proposal being considered recommends mandating 40 or more hours of community service over the student's four year high school career. The services would include services approved by the school that would be provided to the school and/or the community for which no salary or stipend would be paid.

2. It further recommends that, to implement this a list would be provided of suggested or authorized activities for which the students could participate.

3. At the July 10, 1995 meeting of the Board of School Directors, there were two opinions expressed from the community. One supported the potential value to students in providing community service; the other expressed concern about students doing volunteer work on an involuntary basis.

4. Inclusion of community service as a requirement for graduation would result in MPS students completing all state requirements for graduation plus the following:

- Writing Proficiency
- Math Proficiency
- 1 unit of Fine Arts
- 40 hours of community service

5. All 15 high schools currently offer volunteer/community service opportunities. In some cases, a course or a club requires a community service component. Nowhere is community service currently required for graduation.

6. High schools were polled in order to get feedback from parents, students, teachers/counselors, and principals. The 500 responses that were received slightly favored a community service requirement, although many questions were raised regarding the feasibility of doing this. Two schools indicated that

they would be willing to pilot such an endeavor if the fiscal support needed would be provided by the district.

Strategic Plan Compatibility Statement

7. The recommendation under this proposal is consistent with Board Goal #1, Student Achievement, and, specifically, with Objectives #2 (School to Work Transition); #6 (Community Support and Involvement); and #8 (Student Involvement/Empowerment).

Statute, Board Policy or Rule Statement

8. Board Policy 9.37, "Graduation Requirements" would need to be revised to include 40 hours of community service.

Fiscal Impact Statement

9. STAFFING - To develop, coordinate, and monitor a community service requirement in each high school would require additional staffing. If the requirement included students performing services throughout their four year high school term, then a minimum of one program coordinator for every 100 students would need to be considered. (e.g. a total of approximately 22,000 MPS high school students would require approximately 220 additional staff). If the requirement included only seniors performing services during their senior year, the addition of a minimum of one staff person per high school would be necessary, at a cost of approximately $841,380.

10. TRANSPORTATION - Approximately 2/3 of high school students (14,000) would be eligible for transportation passes. If those eligible accessed transportation support (@ $20./student, we could expect to add at least $280,000, to the budget to assure transportation coverage.

11. LIABILITY - The district is self-insured for the majority of types of exposure to risks that can be anticipated in a community service requirement for our students. Liability is a factor, however, and has direct fiscal impact to the district. Thus, it is important that activities and programs in which our students would serve would need to be reviewed from a risk management standpoint to ensure the safety of our students and minimize the district's exposure to risk. Guidelines would have to be established with the cooperation of the Division of Insurance and Risk Management Services.

Implementation and Assessment Plan

12. An implementation plan would be developed at the building level. Site consideration would be given to such aspects as inclusion of community service opportunities through established courses and school organizations, links with partners, connections with school to work initiatives, and pragmatic linkages within respective school neighborhoods.

13. Each program coordinator would need to document all information for his/her cohort of students. (e.g. sites, type of work, a log of hours, etc.) Records would be kept at the school level. Record keeping would include a system through which the coordinator could indicate for each student the semester in which they had completed the graduation requirement. The documentation would need to be available to administrators, counselors, parents and students upon request.

Superintendent’s recommendations

1. That each high school review the community service opportunities currently offered within the school for scope and diversity.

2. That community service be a component of school-to-work programs within schools rather than as an independent graduation requirement.

Director Braun moved to postpone consideration until January, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

COMMUNICATIONS AND PETITIONS

The Director of Board Governance presented the following petition:

Petition from Malcolm X Academy seeking to become a charter school.

Referred to the Committee of the Whole.

RESOLUTIONS

By President Bills:

WHEREAS, The Milwaukee Public Schools has been engaged in a number of educational reform initiatives, including K-12 Teaching and Learning Goals, School-To-Work, decentralization of resources and authority, accountability, and now higher graduation standards; and

WHEREAS, The legislature has allowed Milwaukee to close failing schools and allow teachers and administrators who share an educational mission to work together without regard to seniority; and

WHEREAS, Our attendance and dropout rates will continue to be unacceptable until all schools are fluent in our reform efforts; and

WHEREAS, The Milwaukee Board of School Directors is committed to the professional development of its employees; and

WHEREAS, Faced with the demands of accountability, people will do more of what they have always done instead of learning to do things differently, and we will see more teaching to the test as opposed to helping children learn; now, therefore, be it

RESOLVED, That the administration be directed to determine the various sources of money to be redeployed and the calendar to use, in order to send all the adults "back to school," so to speak, for the next two years in order to learn and be fluent in our reforms, and that the administration be further directed to bring back this information for action in January 1996, and inclusion in the 1996-97 budget.

Referred to the Committee of the Whole.

By President 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.

Referred to the Committee of the Whole.

The Board adjourned at 11:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 1996

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

Present—Directors Braun, Fisher, Gardner, Johnson (6:24 PM), O'Neil, Small, Todd (8:02 PM) and President Bills—8.

Absent and excused—Director Sinicki—1.

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

January 3, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, January 8, 1996, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing on the following communications regarding charter school proposals received by the Board:

1. Communication from Highland Community School Requesting to Become a Charter School
2. Communication from Cindy Zautcke and Three Other Teachers Requesting the Establishment of a Charter School
3. Communication from Seeds of Health Submitting a Charter School Proposal
4. Communication from Assata Alternative High School Submitting a Charter School Proposal
5. Communication from Aurora Weier Educational Center Submitting a Charter School Proposal
6. Communication from Silver Spring Neighborhood Center-Academy Submitting a Charter School Proposal
7. Communication from Learning Enterprise of Wisconsin, Inc. Submitting a Charter School Proposal
8. Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Shalom High School
9. Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Northwest Opportunities Vocational Academy

NANCY R. NOESKE
Director

The Board proceeded to give hearing to the representatives of the above agencies and the individuals submitting the proposals listed above.

Director Gardner excused himself from the hearing on the Highland Community School proposal from 6:12 to 6:30 PM, due to a conflict of interest.

Director O'Neil left at 7:15 PM.

The Board adjourned at 10:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 9, 1996

Special meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher, Gardner, O'Neil, Small, Todd (7:00 PM) and President Bills—7.

Absent and excused—Directors Johnson and Sinicki—2.

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

January 3, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, January 9, 1996, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on the following communications/charter school proposals:

1. Communication from Highland Community School Requesting to Become a Charter School
2. Communication from Cindy Zautcke and Three Other Teachers Requesting the Establishment of a Charter School
3. Communication from Seeds of Health Submitting a Charter School Proposal
4. Communication from Assata Alternative High School Submitting a Charter School Proposal
5. Communication from Aurora Weier Educational Center Submitting a Charter School Proposal
6. Communication from Silver Spring Neighborhood Center-Academy Submitting a Charter School Proposal
7. Communication from Learning Enterprise of Wisconsin, Inc. Submitting a Charter School Proposal
8. Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Shalom High School
9. Communication from Transcenter for Youth, Inc. Submitting a Charter School Proposal for Northwest Opportunities Vocational Academy

NANCY R NOESKE
Director

After discussion, the Board adjourned at 8:31 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 10, 1996

Special meeting of the Board of School Directors called to order by President Bills at 6:00 PM.

Present—Directors Braun, Fisher (6:02 PM), Gardner (6:08 PM), Johnson, Sinicki, Small and President Bills—7.

Absent—Directors O'Neil and Todd—2.

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

January 3, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, January 10, 1996, in Committee Room 103 of the School Administration 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 with 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 Small moved that the Board retire to executive session for the purpose of formulating negotiations strategies and for the purpose of conferring with legal counsel with regarding litigation the Board may become involved in with respect to pension funds.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:02 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
JANUARY 16, 1996

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

Present—Directors Braun, Fisher, Gardner, Johnson, O'Neil, Sinicki and President Bills—7.

Absent and excused—Director Small—1.

Absent—Director Todd—1.

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

January 11, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, January 16, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing on a charter school petition filed by Malcolm X Academy.

NANCY R. NOESKE
Director

The Board gave hearing to representatives of Malcolm X Academy.

The Board adjourned at 8:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 17, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:38 PM.

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

Absent and excused—Director Johnson—1.

The Board observed a moment of silence for Gerard Farley, a former Board member who passed away on January 10, 1996. He was an administrator with MPS for many years and then was elected to the Board and served from July 1973, to April 1981.

The Board also observed a moment of silence for Kevin Kleist, the 10 year old student at Tippecanoe School who was terminally ill with cancer when the Board honored him on December 20, 1995, and who died on January 12, 1996.

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of November 15, 20 and 28, 1995, were approved as printed.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on Items 1 through 8 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:40 PM.

The Board rose from the Committee of the Whole at 8:27 PM.

Director Gardner, who chaired the Committee of the Whole, reported that the Committee had given public hearing on Items 1 through 8 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on a Request for Change of Name from Wright Multi-Language Middle School to Milwaukee School of Languages

Administration's Analysis

1. On October 18, 1995, the Milwaukee Board of School Directors gave approval to the innovative proposal to establish a grade 6 through 12 language immersion program beginning in the 1996-1997 school year in the facility currently housing the Wright Multi-Language Middle School. The program is to be implemented by adding one grade per year to the middle school program, beginning with the 9th grade in 1996-1997.

2. The name change is needed to reflect a program which includes both middle and high school.

3. Since the focus of the innovative program is language immersion education, the Steering Committee for the 6-12 immersion program has recommended a name which will reflect this focus: *Milwaukee School of Languages*.

4. Staff members were surveyed on November 1, 1995, and indicated by a vote of 25 to 6 (31 surveys returned) their approval of the recommendation that *Milwaukee School of Languages* become the new name for the program.

5. After much discussion at PTA meetings and in the meetings of the Steering Committee for the 6-12 Immersion Program, consensus was reached that *Milwaukee School of Languages* should be the name of the new program. Parents were surveyed via the *Wright Flyer*, November 10, 1995. Negative responses and alternative suggestions were due on November 15, 1995. None was received.

Strategic Plan Compatibility Statement

6. The recommended name change is compatible with the Board's support of the innovative schools procedures and the involvement of parents, staff, and community in the planning and implementation of these proposals. The recommended name change is appropriate to the program's focus.

Statute, Board Policy or Rule Statement

7. According to Board Policy 6.01, subsection E, a middle school may be renamed for compelling reasons or if there is a confusion of names. In this case, the name Wright Multi-language Middle School does not clearly indicate that the program includes more than a middle school program. It is felt that the proposed name, *Milwaukee School of Languages* clearly indicates to parents and the community the language focus of the program, as well as being appropriate for the expansion of grade levels beyond middle school.

Fiscal Impact Statement

8. Adoption of this resolution will involve a one-time expenditure of funds to change the letters on the building facade. Monies are available in the school budget for this expenditure.

Implementation and Assessment Plan

9. If the name change is approved, a requisition will be completed to have the letters changed on the building facade during the summer of 1996.

Superintendent's recommendation

That the name Wright Multi-Language Middle School be changed to Milwaukee School of Languages.

Director Fisher moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Action on Recommendations Regarding the 1996 Summer Program

Administration's Analysis

1. Approximately 5000 students attended the 1995 Board Funded Summer School Program, which included a comprehensive Exceptional Education Program for students at all grade levels, Alternative Education Programs for court-ordered youth, two mathematics academies that provided enrichment, strengthening and make-up course offerings for students in grades 8 - 12, a music/art enrichment center, and a unique middle school, School-To-Work Program co-sponsored by the Private Industry Council.

The Division of Community Recreation provided numerous summer recreation programs for children, youth, and adults. Programs included swimming lessons, enrichment camps, sports camps, and special recreation activities for students and adults with exceptional education needs.

Enrollment data in the various programs was as follows:

Mathematics Academies	552
Music/Art Enrichment Center	200
Exceptional Education	761
Alternative Programs	137
Middle School, School-to-Work	234
Swim Instruction	3,134
Total	5,018

2. In addition to the Board-Funded Summer Program, 14 MPS Title I school wide schools conducted extended year programs. Title I services were provided to eligible non-public school students at Manitoba Elementary and Wilbur Wright Middle School. A total of approximately 1800 students received Title I services.

3. During the 1996 summer school term, the administration is recommending the continued implementation of the Board-Funded Exceptional Education, Alternative Education, and Mathematics Academies. The Administration will continue to explore the possibility of offering a Music Enrichment component subject to the availability of funds.

4. Title I Services and Recreational sponsored activities are being planned by Central Service Staff working cooperatively with school staff and the summer school office. So too, it is requested that the Board authorize the administration to work collaboratively with outside agencies who could approach the administration with a summer school initiative(s).

5. Because the budget for the Summer School Program is divided into two fiscal years, funding is currently available to implement the programs being recommended through June 30, 1996. However, the Board must recognize that the 1996-1997 Budget must include funding to continue these programs from July 1, 1996, forward.

Strategic Plan Compatibility Statement

6. The proposed summer plans are compatible with a number of goals and objectives, most specifically:

Board Goal 1, Academic Achievement:

- K-12 Teaching and Learning Goals Numbers 1, 3, 4, 7, 8, and 10
- School-To-Work Transition
- Staff Empowerment

- Parent Support and Involvement
- Community Support and Involvement
- Student Involvement

Board Goal 2, Strategic Objectives:
- Increase Expectation Achievement of All Students
- Provide Equitable Distribution of Resources

Board Goal 3, Fiscal Responsibility
- Seek Additional Funding Sources
- Reduce or Redistribute Spending

Statute, Board Policy or Rule Statement

7. The 1996 Summer Program being recommended adheres to the policies of the Board and the Wisconsin Department of Public Instruction.

Fiscal Impact Statement

8. Implementation of the 1996 Summer Program will require that approximately $1.6 million be placed in the Summer School Budget to fund the Program for the 1996-1997 fiscal year.

Superintendent's recommendation

That the Board approve of the Administration's 1996 Summer School Plan subject to modifications that could occur in the FY97 Budget.

Director Small moved to approve the Administration's 1996 Summer School Plan subject to modifications that could occur in the FY97 Budget.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

* * * * *

(Item 3) Action on a Request to Approve Grade Level Changes from K-6 to K-5 for Three Schools

Administration's Analysis

1. Three elementary schools, Allen-Field, Hampton, and 37th Street, have requested that the 6th grade programs at their schools be moved to middle school. The reasons are as follows:

- Allen-Field School wishes to expand needed bilingual seats in the district and to offer for the first time a K4 monolingual program at the school.

- Hampton School wishes to expand its exceptional education population.

- Thirty-seventh Street School wishes to expand its exceptional education population.

2. School governance bodies at each of the three 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 both the bilingual and regular education students from all three elementary schools.

Strategic Plan Compatibility Statement

4. The action will increase the opportunities for early childhood education and increase the number of bilingual seats at Allen Field. The action will increase the number of seats for students with exceptional education needs at Hampton and 37th Street.

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 sixth grade students at Allen-Field, Hampton, and 37th Street will be notified so that they can select middle schools for their children. Appropriate information about the grade levels at the three schools will be published as part of the school selection materials.

Superintendent's recommendation

That the Board approve the change in grade levels from K-6 to K-5 at Allen-Field, Hampton, and 37th Street Elementary Schools.

Director Sinicki moved to approve the change in grade levels from K-6 to K-5 at Allen-Field, Hampton, and 37th Street Elementary Schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 4) Action on Resolutions by President Bills Regarding a Student Responsibility Act and Attendance and Behavioral Standards

Resolution

1. At its meeting on March 29, 1995, the Board received the following resolution, which was introduced by President Bills. The resolution was considered by the Board on August 23, 1995, at which time the Board requested the administration to report back on how to implement the resolution.

WHEREAS, Students who attend the Milwaukee Public Schools 90% of the time have a 2.49 GPA; and

WHEREAS, The classroom and hall behavior of some students has been cited by students as impeding the learning process of all students; and

WHEREAS, The goal of effective education is to help students acquire and apply knowledge; and

WHEREAS, The educational process should allow students to practice conflict resolution with real problems to solve and real decisions to make; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors adopt a Student Responsibility Act, whereby

1. Students attend school on the first day and 90% of the time thereafter or risk losing their school assignment;

2. Student Councils have the responsibility of giving hearing to disruptive students and recommending logical consequences; and be it

FURTHER RESOLVED, That the Student governments of the various schools be involved in developing the procedures to implement the Board policy; and be it

FURTHER RESOLVED, That training be provided for the Student Council advisor.

2. The relevant section of the Proceedings from the August 23, 1995, Board meeting is attached, along with an opinion from the City Attorney dated July 10, 1995.

3. At its meeting on July 26, 1995, the Board received the following resolution from President Bills which delineated thirteen points relating to the establishment of an agenda to educate Milwaukee's children to twenty-first century standards.

At its meeting on August 16, 1995, the Board determined that the resolution should be divided and brought to various Committee and Board meetings as appropriate. This portion of the resolution has not yet been considered by the Board.

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 redeploy 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:

3) Provide a neighborhood school option to any child who maintains a 95% attendance and good behavior.

Recommendation

That the Board determine how it wishes to proceed with respect to the resolutions.

Director Sinicki moved to refer the resolutions to the Innovation/School Reform Committee for public hearing.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Fisher, Sinicki, Small and President Bills—5.

Noes—Directors Gardner, O'Neil and Todd—3.

* * * * *

(Item 5) Action on a Resolution by President Bills to Hold All Elementary Schools Accountable for their Children Being Able to Read on Grade Level by the Third Grade

Resolution

At its meeting on December 20, 1995, the Board referred the following resolution, which was introduced by President Bills, to the Committee of the Whole:

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.

Recommendation

That the Board determine how it wishes to proceed with the resolution.

Director Small moved to refer the resolution to the Innovation/School Reform Committee for public hearing.

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

Ayes—5; Noes—3.

* * * * *

(Item 6) Report on the Student Leadership Academy and action on a recommendation to modify board policy on student involvement in decision making

Administration's Analysis

1. In September 1995, the administration submitted an informational item to the Board regarding the creation of a Student Leadership Academy. At that time, the Board requested additional information to be presented in January 1996.

2. The Student Leadership Academy will invite representatives from schools to participate in monthly training sessions focusing on collaborative leadership skills, multicultural education, communication skills, as well as techniques of organization and motivation. Special emphasis will be given to issues of teaching and learning. Students will become immersed in the language and strategies of educational reform. This preparation will prepare students to express their feelings regarding teaching and learning as they experience it in Milwaukee Public Schools. Their experiences will be the focal point for discussions in the larger Leadership Academy that will include parents, teachers, administrators, and the community. The training will allow them to express their concerns and suggestions and to more fully participate in the reform process.

3. Students will be drawn from existing leadership groups such as student councils, peer mediation clubs, violence reduction programs, student teacher preparation clubs and any other student leadership entities in the schools. The goal is to involve a full cross section of the student body including students achieving at various levels and representatives of various ethnic groups.

The academy will work with five students from the fifteen comprehensive high schools, two students from each alternative high school, five students from each middle school, and two from each alternative middle school. Initially four students from one-third of the elementary schools will be trained.

Strategic Plan Compatibility Statement

The Student Leadership Academy will meet the Strategic Plan goals of academic achievement, equity, and fiscal responsibility.

Statute, Board Policy or Rule Statement

The following Board policies and statutes apply to the creation of the Student Leadership Academy.

Policy 10.01: Student Nondiscrimination under Section 118.13 and P.19 Wisconsin Administrative Code.

Policy 10.18, Student Involvement in Decision Making, which will need to be revised so that it includes language regarding student participation in decision making through the Student Leadership Academy.

Fiscal Impact Statement

There is $11,500 in the current Leadership Academy budget that is targeted for training of student leaders who will participate in the Leadership Academy.

Implementation and Assessment Plan

Training of student leaders is scheduled to begin in February 1996. Initial training will be followed by two hour sessions that will be held monthly throughout the spring semester.

Superintendent's recommendation

That Policy 10.18, Student Involvement in Decision Making, be revised by adding the following language regarding students' participation in decision making through the Student Leadership Academy: "The Student Leadership Academy will provide opportunities for elementary, middle, and high school students to become involved in educational reform issues at the district and local school level."

Director Small moved to revise the policy as recommended by the Superintendent.

The motion prevailed, the vote being as follows;

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

Noes—Director Todd—1.

* * * * *

(Item 7) Report on the District's Communications Plan

The Superintendent of Schools has identified five goals for the 1995-1996 school year. One goal is to develop and implement a district wide plan to improve communications with constituencies both inside and outside the school district. This plan is necessary for several reasons:

- In the past four years, the district has embarked on a series of reform efforts designed to improve student achievement and to promote higher standards for students. This is an important effort by the district, and a comprehensive plan needs to be developed and implemented to communicate the goals, expectations, and achievements of those plans to the public.

- The district's last communications plan was developed during the late 1970's. It focused solely on informing the community of the various educational opportunities now available to students and parents under the original school integration plan. Several other fragmented communications strategies have been used since that time on a short term basis to address communications concerns.

- There have been numerous cuts in both personnel and budget over the past five years in the Department of Communications & Public Affairs. Due to these cuts, a comprehensive plan is necessary to determine the best use of existing resources, and how resources should be allocated in the future.

Beginning in October 1995, the administration convened a group of public relations experts to hold initial discussions regarding the development of a communications plan for the Milwaukee Public Schools. Initial conversations centered around developing a communications plan for School To Work. However, the plan has been expanded to include all MPS reform efforts with an initial focus on Higher Standards and School To Work.

Through a series of meetings and discussions a communications plan has now been developed. A copy of the plan is attached for the Board's information. The goal of the plan is to help the community understand and participate in the broad education reform agenda of MPS, which is designed to transform and improve learning for all students in the Milwaukee Public School system. The plan also works to inform the public about the successful programs in the district and the challenges the system faces.

The administration is now in the process of developing cost estimates for implementation of this plan for the second semester of the 1995-1996 school year, and cost implications for FY 1997.

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(Item 8) 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 REPLACEMENT PROJECTS

Division 1—Dover Street School
Simmons Building Projects, Inc., low bidder, base bid of $312,900

Division 2—Forest Home Avenue School
J. F. Cook Co., Inc., low bidder, base bid of 255,200

Division 3—Hi-Mount School
J. F. Cook co., Inc., low bidder, base bid of 296,900

Authorization to Make Purchases

B-5172 Two each Cargo Delivery Trucks—Facilities and Maintenance
Badger Truck Center, Inc., for two Ford CF7000 24 foot delivery trucks at a total cost of $100,998

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of December 31, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$155,675,804	$493,347,954	24.0%
Categorically Aided	71,272,090	6,202,193	77,474,283	17,773,653	59,700,630	22.9%
School Nutrition	24,943,898	0	24,943,898	6,631,535	18,312,363	26.6%
Construction	21,731,000	0	21,731,000	5,338,860	16,392,140	24.6%
Extension	6,296,113	0	6,296,113	361,730	5,934,383	5.7%

B. Statement of Expenses as of December 31, 1995:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,345	$666,758,103	$277,168,211	$389,589,892	41.6%
Categorically Aided	71,272,090	6,845,696	78,117,786	26,508,882	51,608,904	33.9%
School Nutrition	24,943,898	132,132	25,076,030	10,115,849	14,960,181	40.3%
Construction	21,731,000	9,437,928	31,168,928	16,579,584	14,589,344	53.2%
Extension	6,296,113	44,125	6,340,238	2,763,328	3,576,910	43.6

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through December 31, 1995, and payrolls through December 29, 1995.

C. 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. No action is required.

Superintendent's recommendations

1. That the Board award the above contracts

2. That the Board authorize the above purchase.

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

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

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The Board adjourned at 8:36 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 17, 1996

Special meeting of the Board of School Directors called to order by President Bills at 8:37 PM.

Present—Directors Braun, Fisher, Gardner, Johnson (8:40 PM), O'Neil, Sinicki, Small and President Bills—8.

Absent and excused—Director Todd—1.

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

February 8, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, January 17, 1996, at 8:00 PM, or immediately upon adjournment of the meeting of the Board meeting scheduled to begin at 6:30 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on collective bargaining negotiation matters relative to the Milwaukee Teachers' Education Association and 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.

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 for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 8:38 PM.

The Board adjourned from executive session at 10:05 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 24, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:35 PM.

Present—Directors Braun, Fisher, Gardner (6:47 PM), Johnson, O'Neil, Sinicki, Small, Todd and President Bills—9.

Absent—None.

AWARDS AND RECOGNITIONS

Riverside University High School *was selected as a member in The Coalition of Essential Schools*, which is under the chairmanship of Dr. Theodore Sizer at Brown University. In achieving this recognition, Riverside is the first MPS school and also one of the first urban schools in the state of Wisconsin to attain this status. The Coalition has 221 schools in its membership and over 700 other schools planning and exploring in the Re: Learning states and other networks. In being selected as a Coalition member, Riverside was cited for its careful planning and vision-building. The Coalition of Essential Schools is a high school-university partnership that works across the country to redesign the American high school for better student learning and achievement. The Coalition sponsors Re: Learning, a partnership with participating states to build support for school change at the state and district levels.

Congress Elementary School *was one of two schools in the area selected as a winner of the 1996 Racial Justice Exemplary School Award by the YWCA of Greater Milwauke*e. The award is given annually to schools that have exemplified a commitment to the goals of eliminating racism, advocating racial justice, and promoting an understanding of cultural diversity. Congress School was honored at the sixth annual Racial Justice Family Day at the Milwaukee Area Technical College on January 13, 1996. The school was recognized for its positive discipline program that helps students understand that they are responsible for the choices they make and for their programs that promote cultural diversity.

Tamira Levy, a senior at Juneau Business High School, was named *Miss Debutante of 1995 by the Christian Business and Professional Alliance*. She received a $2,500 scholarship to any college of her choice. Among Tamira's other awards are: the Inez Townsel Scholarship of $500 for high achievement in academics and community service and Second Place, $750, in the Executive Women's International Scholarship competition.

Bruce Elementary School held a ceremony on December 6, 1995, to *dedicate the school's courtyard in memory of the late Mrs. Beverly Summers*. Mrs. Summers passed away on June 24, 1995, at the age of 32. She was a teacher at Bruce School since 1991 and began her employment with the Milwaukee Public Schools in 1988. A plaque has been installed naming the courtyard "Summers' Place."

The Milwaukee Public Schools received the *Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada for its fiscal year 1994 comprehensive annual financial report*. This certificate of achievement is the highest form of recognition in the area of government accounting and financial reporting and its attainment represents a significant accomplishment by a government and its management. **Mr. Humberto O. Molina, Director of**

Finance, and **all of the staff members in the Department of Finance** deserve recognition and congratulations for their work in earning this award.

Anthony Pruitt, seventh grader at Jackie Robinson Middle School, was *selected to have his artwork adorn the 1995 holiday card of the Milwaukee Brewers*. The Milwaukee Brewers sponsored a contest for MPS middle school students to create a greeting card with a winter scene theme depicting their perception of the new Brewers' stadium. All of the students who participated in the contest received an autographed picture of a Brewers player and the top three finalists received an autographed baseball. The winning entry also received four tickets to a 1996 Brewers game.

Longfellow Elementary School *was selected as one of two Wisconsin schools to receive a $6,000 Family-Community-School Partnership Grant* through the Goals 2000 Educate America Act, administered by the Wisconsin Department of Public Instruction. Seventeen schools applied for the grant. The grant reviewers were impressed by Longfellow School's exemplary efforts to link family-community partnerships with student learning and achievement. The project coordinator is **Mrs. Santa Griego, a teacher at Longfellow.**

Charolette Gutknecht, a retired teacher from the Milwaukee Public Schools, *was honored during the month of December by television Channels 18 and 24 as a part of their Teachers as Tops program*. Ms. Gutknecht retired after 30 years of teaching in the Milwaukee Public Schools last school year. This year she worked as a long-term substitute at **Whittier Elementary School**. Ms. Gutknecht was nominated for the recognition by a parent in the school. Channels 18 and 24 aired 30 second spots during the month of December honoring Ms. Gutknecht.

Justin Greco, sixth grade student at the Milwaukee Education Center, *was recognized by the Milwaukee Safety Commission and the American Automobile Association for performing a brave act that saved the life of a fellow student last school year*. The award was presented at the 75th Anniversary Recognition of the School Safety Patrol on December 15, 1995. Last March, while Justin was a fifth grader at **Curtin Elementary School**, he was on patrol at the southwest corner of W. Morgan Avenue and S. 31st Street. While holding students on the sidewalk, one of the children lost footing and fell forward into the street and into the path of a turning vehicle. With split second action, Justin stepped into the street, reached out and grabbed the child. He pulled the child to the curb just as the car was entering the crosswalk.

Jeffrey D. Crawford, a graduate of Milwaukee Trade and Technical High School, *was named a scholastic finalist at the 1995 Wisconsin Teen Leadership Program at Ripon College*. The program recognizes students in several categories, including outstanding achievement in scholastics, athletics, community service, and extracurricular activities. Jeffrey was valedictorian of his Milwaukee Tech graduating class in 1995. While at Tech he was active on the swim team, National Honor Society, intramural volleyball, and his church's senior league. He also was treasurer at Badger Boys State and was a school office monitor. He received numerous awards and scholarships for his achievements.

Lafayette Clark, eighth grade student at Edison Middle School, *was honored by the Milwaukee Police Department at their Merit Award Program* on December 11, 1995. While on his way home from school last April, Lafayette assisted a boy his age who was abducted by a man and provided information to the police that led to the kidnapper's arrest. Lafayette was the youngest Milwaukee hero to be honored at the police award program.

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*. The academy recognizes less than ten percent of all American high school students. Brandon will appear in the United States Achievement Academy Official Collegiate yearbook, published annually in December.

The following Milwaukee Public Schools' students were winners in the Marketing Education Region 7 competition. As part of a national and statewide program, this competition provides opportunities for students to demonstrate their skills and abilities learned in the classroom into a "real world" atmosphere. Judges of the competitive events are business, community, and educational leaders. The contests are challenging and reflect School-To-Work goals of tying education to the world of business and industry.

Pulaski High School
Individual Series Place Awards:
Amanda McKenna
Christopher Martin
Michael Romaszewski
James Matins
Sarah Kortbein
Theresa Staniszewski
Michelle Eskowski
Dana Strutz

Mr. Jack Lake, Teacher
Mr. Robert Kuss, Teacher

Juneau Business High School
Individual Series Place Awards
Kimberly Polsley
Mark Brunette
Rachel Rehbein
Tamira Levy
Michael Reese
Curt Pryal
Renee Clark

The school was the overall winner in the school competition and received an Honorable Mention.

Mr. Ed Bronder, Teacher
Mr. Tom Burke, Teacher
Mrs. Mary Jo Witteborg, Teacher
Mrs. Kathie Yaeger, Teacher

Hamilton High School
Individual Series Place Awards
Eric Fought
Erik Will
Charity Santana

The school placed third in the overall competition.

Mr. Gene Heitz, Teacher
Mr. Eric Oliver, Teacher

Washington High School
Individual Series Place Awards
Eva Reyes

Mr. Jim Eisenreich, Teacher

Milwaukee School of Entrepreneurship
Individual Series Place Awards
Bounma Douanguihanh
Joshua Stephens

Mrs. Janet Dunn, Teacher
Mr. Scott Rome, Teacher

Vincent High School
Individual Series Place Awards
Deanna Berger
Jordan Gennrich

The school received an Honorable Mention in the overall competition.

Mr. Ray Yankus, Teacher

Madison High School
Student Participants
Leon Hucks
Terry Jackson
Jennifer Johnson
KaQuanda Landers
Thomas Lakenya

Mr. Ralph Pingel, Teacher

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of November 29 and 30 and December 4, 5 and 13, 1995, were approved as printed.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented seven 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 December 13, 1995, at 9:30 AM;.11:30 AM and 2:00 PM; December 14, 1995, January 2, 1996 at 9:30 AM and 2:00 PM; and January 3, 1996.

The reports were accepted, the vote being as follows:

Ayes—Directors Braun, Fisher, Johnson, O'Neil, Small and President Bills—6.

Noes—None.

Temporarily absent—Directors Sinicki and Todd—2.

* * * * *

COMMITTEE OF THE WHOLE

Director Fisher moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on Items 1 through 7 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Sinicki and Todd—2.

The Board resolved itself into a Committee of the Whole at 6:47 PM.

The Board rose from the Committee of the Whole at 9:30 PM.

Director Johnson, who chaired the Committee of the Whole, reported that the Committee had given public hearing on Items 1 through 7 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on a Resolution by President Bills and Director Johnson Regarding Educating the MPS Staff About the MPS Reform Efforts

Background

On December 6, 1995, the following resolution was introduced by President Bills and Director Johnson:

WHEREAS, The Milwaukee Public Schools has been engaged in a number of educational reform initiatives, including K-12 Teaching and Learning Goals, School-To-Work, decentralization of resources and authority, accountability, and now higher graduation standards; and

WHEREAS, The legislature has allowed Milwaukee to close failing schools and allow teachers and administrators who share an educational mission to work together without regard to seniority; and

WHEREAS, The Milwaukee Board of School Directors is committed to the professional development of its employees; and

WHEREAS, Faced with the demands of accountability, people will do more of what they have always done instead of learning to do things differently, and we will see more teaching to the test as opposed to helping children learn; now, therefore, be it

RESOLVED, That the administration be directed to determine the various sources of money to be redeployed and the calendar to use, in order to send all the adults "back to school," so to speak, for the next two years in order to learn and be fluent in our reforms, and that the administration be further directed to bring back this information for action in January 1996, and inclusion in the 1996-97 budget.

Procedural Analysis by the administration

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

a. The informational report on the MPS Communications Plan addresses some of the steps needed in helping the community understand and participate in the broad education reform agenda of MPS.

b. The work of the Leadership Academy, which includes Student, Parent, Teacher, and Administrator academies, will support the communication and implementation of various reform efforts. This includes placing a high priority on helping schools develop a common, unified vision and high expectations of successful learning for all students.

c. The administration will need to clarify the meaning of "learn and be fluent in our reforms," in order to determine what it would cost for all staff members to not only demonstrate knowledge (learn) but to show evidence of implementation (be fluent) within a context of some tension between a centralized approach to staff development and a decentralized approach. Clarification will also be needed to determine who is included in "all the adults." Currently, the primary focus is on administrators and teachers; other adults (teaching assistants, secretaries, cooks, engineers, etc.) are included to the extent feasible.

2. *What are the suggested timelines for implementation of the resolution?*
The Communications Plan and the Leadership Academies have been initiated and will be implemented over the next several years. Any additional activities would need to be developed in time to become part of the FY97 budget process.

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

- Are significant policy questions involved?
There do not appear to be any policy questions involved.

- Is a City Attorney's opinion required and how long will it take?
It does not appear that a City Attorney's opinion is needed.

- Is there a significant cost to implement the plan?
Some costs are anticipated for activities included in the reform initiatives, including development and dissemination of documents clarifying the reform initiatives. There would be significant costs if all staff were expected to be involved in staff development sessions in FY97. These additional costs would have to be borne throughout the district, including both decentralized and centralized staff development accounts.

- Is an assessment plan needed?
  It may be possible to use the current Principal Appraisal system and the Teacher Evaluation process (when revisions are complete) to determine the extent that the reform initiatives are being internalized and demonstrated by MPS staff members. This would occur over a period of years.

- Is extensive public input needed? What type?
  The initiatives have had, and continue to have, extensive public input.

- Will significant staff time be needed to implement the plan?
  Significant staff time is currently focused on the reform initiatives. The level and type of additional activities recommended by the Board will determine if significant additional time will be needed.

Superintendent's recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Gardner moved to adopt the resolution.

Directors Small moved to substitute the following motion:

That the administration bring back to the Board before the FY97 budget deliberations, a plan which includes a budget, a communication and education plan pertaining to the MPS reform agenda.

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

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

Noes—None.

The question being on adoption of Director Small's substitute motion, it was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

* * * * *

(Item 2) Action on Recommendations to Establish Parameters for Negotiations Regarding Charter Schools

Administration's Analysis

1. The Board of School Directors received nine proposals and one petition for charter schools and gave hearing to interested parties on January 8, 9 and 16, 1996.

2. At the meeting on January 9, 1996, the Board asked the administration to provide information on a number of questions and concerns. The administration has organized the questions into the following sections:

- Process
- Student Enrollment
- Program and Standards

- Facilities
- Staffing and Wages
- Funding Guidelines

3. In developing the parameters for charter schools, the administration considered the following:

- Per pupil costs have been calculated as averages and are presented for planning purposes.
- All contractual negotiations are subject to approval by the Board and review by the Office of the City Attorney.
- It is imperative at all times to protect the rights of the district and the rights of the students in the district.
- Under any funding arrangement, the district would be required to remain within revenue caps.
- In addition to complying with charter school legislation, any charters would be required to comply with state and federal employment laws and other laws as applicable.
- The Board would have to decide whether a charter school must be an instrumentality of the district.

4. The following information is provided in response to the questions of Board members:

Process for Submitting a Charter School Proposal

1. When do we accept charter school proposals and petitions?

Although the law is silent on this issue, the administration believes that charter school proposals and petitions may be accepted at any time throughout the year. However, proposals received after October 15 of any given year may not allow sufficient time for a smooth start-up the following school year.

A charter school petition requires the signature of at least 10% of the teachers employed by the district or by at least 50% of the teachers employed at one school. Within 30 days after receiving a petition, the Board shall hold a public hearing, and shall either grant or deny the petition within 30 days after the public hearing. If denied, the persons seeking to establish the charter school, may, within 30 days after the denial, appeal the denial to the Department of Public Instruction. The department shall issue a decision within 30 days after receiving the appeal.

2. What is our policy regarding the establishing agent? Shall it be a nonprofit, for profit, have a proven record of past educational experience?

The charter school legislation does not address nonprofit or for profit status, other than to prohibit the charter school from charging tuition. The main reason for the district to pursue a charter contract school is the value that the charter school could add to the district in terms of meeting the district's needs and goals, such as providing additional seats in over-subscribed programs or offering a particularly unique program.

3. When is a school a charter school? a partnership school? or an alternative school? Can they be a combination?

The difference between the three types of schools is mainly related to governance, form, funding and students, as illustrated in the following chart:

	Charter School	Partnership School	Alternative School
Governance:	May or may not be an "instrumentality" of the district.	Is not an instrumentality of the district; and is subject to a contract with MPS.	Is an MPS school, subject to all aspects of instrumentality.

	Charter School	Partnership School	Alternative School
Form:	Entire school or school within a school	Contracted seats	Entire school or school within a school
Funding:	A base amount is provided. Options are negotiated for each school depending on services desired or needed.	Per pupil (minimum 80%) allocation is controlled by the contract with the Board of School Directors for partnership schools.	Per pupil allocation is the same as other MPS schools at their level.
Students Served:	General population. (Legislation allows for general population or target population).	Currently at-risk students; could be for regular education at a negotiated price under State statute 119.235.	At-risk or special needs students

3. What is the length of a charter school contract? Can it be extended? How can an ineffective charter school be dismantled?

The charter school law indicates a contract may be for any term not exceeding 5 school years and may be renewed for one or more terms not exceeding 5 school years.

The legislation indicates that a charter can be revoked if any of the following occurred:

- The charter school violates its contract.
- The pupils enrolled fail to make sufficient progress toward attaining the educational goals under s. 118.01.
- The charter school failed to comply with generally accepted accounting standards of fiscal management.

Student Enrollment

4. What is our policy regarding admission requirements, inclusion, retention, and exceptional education? What is our policy on charter schools being able to deny or expel students? What is our policy regarding reentry into the traditional MPS system?

Will the enrollment of charter schools reflect the racial/ethnic balance of the district population?

What is our policy regarding health and safety standards?

Charter schools under contract with MPS should abide by all policies and guidelines for admissions. Specifically, charter schools could be included in the Three-Choice Selection System. Available seats could be designated in accordance with MPS racial guidelines, and in instances where the number of applicants exceed the number of seats available, selection would be determined through a random selection or lottery system, if the charter school is part of the Three Choice Selection System.

MPS charter schools would be expected to serve the general student population including exceptional education students. Charter schools may not impose entrance requirements.

Charter schools should follow MPS policy and procedures concerning student expulsions. Charter schools should be able to establish their own disciplinary guidelines; however, expulsions should adhere to Board policy and be approved by the Board.

Students should be able to re-enter MPS using the student assignment process at any time with the exception of expelled students. Charter schools must adhere to all state laws and Board policies with regard to health and safety standards.

Finally, students in MPS contracted Charter schools must be included on the MPS student data base. As part of any contract, student record data must be complete and accurate.

Program and Standards

5. What is our policy regarding program description? What level of detail shall we make a decision on relative to the curriculum, the instruction, the application of technology, School-to Work, K-12, etc.

What educational goals would be acceptable, i.e. improvement goals versus grade level goals, portfolio, non-graded, etc.

What is our policy regarding accountability, student assessment, standardized tests, program assessment?

What is our policy regarding a charter school adhering to DPI/Department of Education requirements?

How will the charter school fit into the context of our district reform efforts? Will the program address our needs?

The charter school legislation requires that the proposal include specificity about the educational program, including

- a description of the program.
- the methods the school will use to enable pupils to attain the educational goals under s. 118.01 (the 20 Educational Standards).
- the method by which pupil progress in attaining the state educational goals will be measured.

In addition, MPS should require that the charter school address the K-12 Teaching and Learning Principles, Goals and Standards using School to Work as the vehicle for implementation of the K-12 Goals.

The charter school would be expected to address the MPS Accountability Plan, which includes the state-required assessments. Expected progress and any additional indicators of accountability as well as consequences will be specified in each contract.

Facilities

6. What is our policy relative to the use of or acquisition of building/facilities? Do we include capital cost in our allocation of funding to charter schools?

What is our policy relative to utilizing existing MPS space, leasing space, purchasing of existing buildings, etc.?

What is our policy on capital needs and development for charter school facilities? What is our policy regarding a charter school's capital reserves/replacement for equipment and repairs?

MPS would not include capital costs in our allocation of funding to charter schools.

Our position would be to first look at utilizing existing space. MPS would consider leasing space to a non-MPS charter school if available depending upon the benefit to the district. If the charter school

would choose to lease or purchase non-MPS space, they would have to consider the costs within their negotiated funding allocation.

MPS will not be responsible for major repair, remodeling and capital projects for buildings which are non-MPS buildings.

Staffing and Wages

7. What is our position on union labor certification for staff?

What is our policy relative to whether charter school programs include MPS standards on wages and benefits? What is our policy regarding the charter school's competitive salary rates?

What is our policy regarding staffing at the charter schools? Shall it be certified, non-certified? How do they qualify their teaching staff?

Will staff members be allowed to have flexible certification? charter certification?

The Board may decide to designate a charter school as an instrumentality of the school district. If a charter school is an instrumentality of the school district, charter school employees would be employees of the district and therefore would be represented by existing union contracts. The administration is seeking a clarification of all the implications of designating a charter school as an instrumentality.

If a charter school is not an instrumentality of the school district, the administration believes these employees would have the right to organize for collective bargaining purposes. The administration is seeking advice from the City Attorney as to the specific rights of these employees.

MPS would encourage competitive salary rates; however, that is an issue which needs to be negotiated in the contract with the charter school.

The staffing ratio and the wages of the teachers will be established by the charter school's administration in concert with their school's budget and contract with MPS as appropriate. Teachers in a school designated as a charter school by the School Board are required to hold teacher certification or be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction.

There is a provision that allows a teacher who has certification in a specific area to request a charter school license which would allow this teacher to be eligible to teach any area in grades kindergarten through grade twelve. This is the one unique aspect of the teacher certification for staff members in a charter school.

Governance

8. What is our policy about how much autonomy the charter school will enjoy?

What is our policy regarding the administration of the charter school?

What is our policy regarding the governance board composition? How will members be elected? What is the makeup of parents on those boards?

The charter school legislation appears to provide for autonomy for non-MPS charter schools.

The administrative structure of a charter school must be a part of the school's educational plan and approved by the Board. Flexibility in the administrative structure should be encouraged.

The School Governance Council should be composed of parents, teachers, administrators, other staff, students, and community members. Parents should make up the majority of the council. All members of the School Governance Council should be elected based on the charter school's by-laws.

Finance and Funding

9. What is our policy on funding charter schools, i.e. do we fund them at 80, 90, 100% or some other ratio of per pupil cost?

A recommendation for calculating financial support for charter schools is attached.

10. What is our policy regarding financial monitoring?

For current MPS schools or programs becoming MPS charter schools, the Department of Finance will continue to provide fiscal oversight services. For non-MPS charter schools, adequate financial monitoring would require:

- Annual filing of an informational budget covering all expenditures, in a format to be determined by the district;
- Periodic filing of amendments to the informational budget (within 30 days from the approval of an amendment);
- Annual cashflow forecast (by month), in a format to be determined by the district;
- Quarterly cash flow forecast (by month) showing actuals and revised estimates, as appropriate;
- Quarterly unaudited budget to actual reports, including projections to fiscal year end, and management comments, as appropriate, to explain unusual events or transactions;
- Annual audited (GAAP Basis) financial statements, with accompanying notes to the financial statements; and, any other financial/operating report required by regulatory;
- A mid-year unaudited balance sheet (of assets, liabilities, and equity);
- A schedule of outstanding long-term debt (with a payback of greater than one year), with a complete description of the nature and terms of each debt;
- Periodic filing of amendments to the schedule of outstanding long-term debt (within 30 days from the of incurrence);
- All financial records must be retained in compliance with state and federal laws.

For non-MPS charter schools, the district should reserve the right to audit financial records up to three years after the close of the charter school's fiscal year. Non-MPS charter schools may not pledge contract revenue as security for long-term debt **without the prior written approval of the Board of School Directors**.

11. Is it a cost effective policy to have all charter schools hire accounting firms, auditing firms, attorneys, and legal council when the city of Milwaukee provides that service free to the school district?

Legal Services: Since the relationship between the non-MPS charter schools and the school district is a contractual one, the district should proactively take measures to protect itself in the event it is sued by a non-MPS charter school for breach of contract. A potential conflict of interest could arise for the City Attorney should legal services be provided to a charter school that is not an instrumentality of the district. A non-MPS charter school should solicit bids for legal services to reduce costs. An internal MPS charter school should have access to the City Attorney via the Office of the Superintendent.

Accounting and Audit Services: External audit services are not free to the district. A fee specified by contract is paid to Deloitte & Touche, the district's current external auditor, for an annual financial audit and a membership audit. A non-MPS charter school should solicit bids for audit services. A cost reduction option for a non-MPS charter school would be to join MPS when it solicits for audit services.

Opportunities for Cost Reduction: The district will share policy and procedures manuals to reduce development costs incurred by charter schools.

12. What is our policy regarding the percentage of the charter school budget that goes for instruction versus administration, safety, accounting, etc.

It is generally expected that a non-MPS charter school would spend, on a percentage basis, for instruction and instructional support (as defined by the district) no less than the district average, as reported in the most recent adopted budget (with FY97 serving as the base year). This, however, is contingent on the educational plan and the negotiated contract.

13. What is our policy regarding charter schools buying back services from MPS and MPS having to house those additional services, whether the charter school buys them back or not?

The district's funding guidelines contain a breakout of itemized central services on a per pupil basis. A charter school's negotiated per pupil funding, in compliance with charter school funding policy/guidelines, will determined which services are provided by the district. A non-MPS charter school is likely to (have a full range of) administrative services already in place. Should a non-MPS charter school wish to have the district perform some of those administrative services, MPS can provide those services on a negotiated cost recovery basis. The district is expected to recover all costs incurred in providing those services.

14. What is our policy regarding MPS's internal staffing for supportive services in order to allow for charter school buy back?

Services purchased by non-MPS charter schools should be identified in the contract. Staffing for supportive services should be based on anticipated demand for those services. The full cost of those supportive services should be paid by the consumers of those services, i.e. both MPS and non-MPS schools. Service charges assessed both MPS and non-MPS schools should be based on a cost recovery basis. Should the services provided non-MPS school affect staffing levels, a multi-year operating budget for the applicable services is recommended to better manage fluctuation in external funding. The district should obtain long-term, written commitments from the non-MPS schools.

Strategic Plan Compatibility Statement

3. The Strategic Plan for Milwaukee Public Schools includes three major goal areas: Academic Achievement, Equity, and Fiscal Responsibility. Within this framework, the Board of School Directors may choose to enter into a contract with one or more charter schools in order to further its goals.

Statute, Board Policy or Rule Statement

4. Wisconsin legislation on charter schools (118.40) empowers a school board to grant charters to operate schools. The same law allows a school or schools to request to become a charter school by written petition signed by at least 10% of the teachers in the district or by at least 50% of the teachers at one school.

Fiscal Impact Statement

5. The funding level would be negotiated with the charter school. The charter school contract would include the manner in which annual audits of the financial and programmatic operations of the school will be performed.

Implementation and Assessment Plan

6. The charter school would be held accountable to the same standards as MPS schools, including the MPS Accountability Plan. Charter schools will be required to include a process for evaluating the effectiveness of their educational program.

Superintendent's recommendation

The administration recommends that the Board adopt the following policies related to charter schools:

CHARTER SCHOOLS

Charter school proposals/petitions must conform to all of the requirements specified in Wisconsin state statute **118.40 Charter Schools.**

Process

Charter school proposals may be submitted at any time. However, in order to be implemented in the following school year, charter proposals must be received by October 15. The district will pursue a charter contract with a non-MPS school only in cases where the charter school could add value to the district in terms of meeting the district's needs and goals.

Student Enrollment

Charter schools will abide by all MPS policies and guidelines for admissions.

MPS charter schools will be expected to serve the general student population including exceptional education students. Charter schools may not impose entrance requirements.

Charter schools may establish their own disciplinary guidelines; however, charter schools must follow MPS policy and procedures concerning student expulsions.

Students are able to re-enter MPS at any time with the exception of expelled students. Charter schools must adhere to all state laws and board policies with regard to health and safety standards.

Students in charter schools must be included on the MPS student data base. As part of any contract, student record data must be complete and accurate.

Program and Standards

The charter school legislation requires that the proposal include specificity about educational program, including

- a description of the educational program.
- the methods the school will use to enable pupils to attain the educational goals under s. 118.01 (the 20 Educational Standards).
- the method by which pupil progress in attaining the state educational goals will be measured.

In addition, MPS requires that the charter school address the *K-12 Teaching and Learning Principles, Goals and Standards* using *School to Work* as the vehicle for implementation of the K-12 Goals. The charter school is expected to address the *MPS Accountability Plan*, which includes state-required assessments.

The proposal must also include a process for evaluating the effectiveness of the charter school program.

Facilities

MPS would look at utilizing existing space, but would consider leasing space to a charter school depending upon the benefit to the district. If the charter school would choose to lease or purchase non-MPS space, they would have to consider the costs within their negotiated funding allocation. The Board will specify the amount of liability insurance required for charter schools.

Employment Laws

Charter schools will be required to comply with all state and federal employment laws, as applicable.

Staffing and Wages

Teachers in a school designated as a charter school by the Board of School Directors are required to hold teacher certification or be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction. There is a provision that allows a teacher who has certification in a specific area to request a charter school license which would allow this teacher to be eligible to teach any

area in kindergarten through grade twelve. The staffing ratio and the wages of the teachers will be established by the charter school's administration in concert with their school's budget and contract with MPS as appropriate.

Governance

The School governance Council will be composed of parents, teachers, administrators, other staff, students, and community members. Parents will make up the majority of the council. All members of the School Governance Council will be elected.

Finance and Funding:

The methodology for calculating financial support for charter schools developed by the Department of Financial Services will be utilized in negotiating with the charter school.

Director Braun moved to adopt the policies proposed by the Superintendent.

Director Gardner moved to amend by striking the words "Charter schools may not impose entrance requirements" and insert the words "Charter schools may not impose entrance requirements inconsistent with those already authorized and operating within MPS such as age; graduation from appropriate previous educational level; adequacy of previous academic preparation for language immersion, arts, Montessori and Waldorf programs and curricula; and the school's ability to accommodate the needs of exceptional education students."

Director Johnson moved to postpone consideration of the item until the January 31, 1996 Board meeting.

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

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

Noes—None.

Director Sinicki gave notice that she would moved to rescind the Board's action of January 29, 1992, regarding a legislative proposal for charter schools (Proc., pp. 482-483).

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(Item 3) Action on a Resolution by Director Johnson Regarding the Revision of Teacher Certification Requirements

Background

At the on February 22, 1995 Board meeting, the following resolution was introduced by Director Johnson:

WHEREAS, The Department of Public Instruction provides Teacher Certification for graduates in education; and

WHEREAS, This Teacher Certification is blanket certification for all school districts in the state of Wisconsin; and

WHEREAS, Many of the schools of Higher Education have not kept apace with the changing diversity of the Milwaukee Public Schools student population, and

WHEREAS, Department of Public Instruction Teacher Certification may not be sufficient to provide the kind of teachers that are prepared to serve our urban schools and diverse student population; and

WHEREAS, Institutions of Higher Education may not require course work for teacher preparation that is relevant to the instructional needs of our diverse urban children; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools will determine what educational requirements would be beneficial to it and its diverse student population; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will pursue these changes with the Department of Public Instruction; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools approach institutions of higher education to revise their curriculum standards for teacher preparation to meet the needs of all children.

Procedural Analysis by the administration

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

a. The district currently works with local universities on an ongoing basis to upgrade the content and sequence of courses for their urban education program. The district will continue to work with local colleges and universities to help them strengthen their teacher education programs by infusing more instruction that focuses on teaching in urban schools.

b. A number of educational programs have been implemented or are in the planning stage which have resulted from various partnerships between the Milwaukee public school system, various universities, foundations, and the MTEA.

These programs better prepare future teachers to meet the challenges of an urban school system. Some of these programs include:

- The Metropolitan Multicultural Teacher Education Program, which is a collaborative effort between UW-Milwaukee, MTEA, and Milwaukee Public Schools, and the Pathways Program, which is a collaborative effort between Alverno College, UW-Milwaukee, and Milwaukee Public Schools, are initiatives that are providing more teachers to the district who have received specific instruction in teaching the urban child. These programs also provide a career ladder for many of our educational assistants.

- The district is currently involved in a collaborative effort with the Danforth Foundation, Multicultural Alliance, Milwaukee Innercity Congregations Allied for Hope (MICAH), Alverno College, Cardinal Stritch College, Lakeland College, Marquette University, and the Department of Public Instruction in the creation of the Danforth/Compton Minority Teacher Development Project. The goal of this project is to increase the number of teachers of color in the district as well as to better prepare these candidates to teach in an urban environment.

The Danforth/Compton Minority Teacher Development Project would involve the development of a performance-based licensure program for twenty-five interns based on a conceptual framework of the knowledge, dispositions, and performances of the urban teacher outlined in the Wisconsin adaptation of the Interstate New Teacher Assessment and Support Consortium (INTASC) standards, the district's K-12 Teaching and Learning Goals, and School-to-Work initiative.

c. Teaching experience in an urban environment is considered to be very valuable in preparing teachers for this type of setting. Our district gives a high priority to hiring applicants for teaching positions who have completed their student teaching in our schools or who have had successful urban teaching experience in other districts.

d. The district currently requires all teachers to meet the requirements for certification as stipulated by the Department of Public Instruction (DPI). However, the district continuously works closely with DPI to obtain flexibility in hiring candidates without certification but who possess skills that would result in

successful teaching in an urban environment. The administration will continue to work with DPI in an attempt to obtain certification changes that would be in the best interest of the Milwaukee Public Schools.

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

The district will continue to work with colleges and universities as well as DPI to upgrade the content and sequence of courses for urban education teachers as well as to change certification requirements as appropriate. In order to obtain a clear understanding as to what type of changes the system should be encouraging, staff input could be sought from students, parents and community members. This input could be obtained by the Board holding an appropriate hearing during the spring of 1996 or the administration could hold various meetings throughout the city.

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

- Are significant policy questions involved?

It does not appear that the resolution would affect any Board policies. However, it could impact upon policies established within the Department of Public Instruction and/or the universities.

- Is a City Attorney's opinion required and how long will it take?

It is not anticipated that an opinion from the City Attorney's Office would be required.

- Is there a significant cost to implement the plan?

Other than additional staff time committed to this initiative, it is not anticipated that there would be an immediate fiscal impact. However, if recommendations are developed that have a fiscal impact, the administration will report such impact to the Board.

- Is an assessment plan needed?

Future changes in university teacher education programs as well as in DPI certification requirements could be evaluated as to the impact these changes have on preparing our future teachers.

- Is extensive public input needed? What type?

Input could be obtained from staff, students, parents, and community members as referred to in 2 above.

- Will significant staff time be needed to implement the plan?

Current staff time is sufficient for working with colleges and universities and DPI to make teacher education requirements more relevant and to improve the content and sequence of courses for teacher urban education programs. Present staff can also continue to give hiring preference to applicants with urban experience. Additional staff time may be needed, depending upon the Board's recommendation regarding the need to hold various hearings relative to this matter.

Superintendent's recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Johnson moved for adoption of the resolution.

Director Small moved that the administration work with the various institutions of higher learning and report back regarding the progress of revision of curriculum standards and teacher certification which would impact on all children.

The motion prevailed, the vote being as follows:

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

Noes—None.

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(Item 4) Action on a Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Wage for All MPS Employees and All Employees of MPS Contractors

Background

At the October 18, 1995, Board meeting the following resolution was introduced by Directors Gardner and Todd.

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of the City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women, racial minorities, linguistic minorities, immigrant nationalities, and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City, and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be paid a minimum of seven dollars and seventy cents ($7.70) an hour for any and all work performed directly or indirectly for MPS.

Fiscal Impact Statement

1. On November 15, 1995, the MPS Board of School Directors requested the administration to provide a procedural analysis relative to the resolution submitted by Directors Gardner and Todd regarding the provision of a livable wage for all MPS employees and all employees of all MPS contractors. The administration provided the Board with a procedural analysis at their December 13, 1995, meeting. At that time, additional information was requested and the administration was asked to provide this information at a subsequent Board meeting.

2. Livable wage for all MPS employees

Four options were considered when determining the fiscal impact of raising the minimum hourly wage:

(a) $7.70 to MPS employees in primary jobs working 20 or more hours per week or
(b) $7.70 to MPS employees in primary jobs working 20 or more hours and less than 20 hours per week, or
(c) $7.70 per hour to Census Enumerators, or
(d) $7.70 to all MPS employees who are paid less than $7.70 per hour

For purposes of this analysis, a primary job is considered to be a position that directly or indirectly supports the educational process, i.e., a food service employee who prepares daily lunches for school children.

• The first option would be to raise the minimum hourly wage to $7.70 for our MPS employees who work 20 or more hours per week in a primary job. After general increases are applied for July 1, 1994,

July 1, 1995, and July 1, 1996, there are about 528 employees listed in the payroll files with a

primary job who work 20 or more hours per week and are paid an hourly rate of less than $7.70 per hour. Based on the projected hours they will work, the additional costs to the Milwaukee Board of School Directors to pay them $7.70 per hour is estimated to be $142,642 for FY 1996-97, $146,921 for FY 1997-98, and $151,329 for FY 1998-99, including additional costs for pension and FICA. The total cost for the three fiscal years is estimated to be $440,892.

• The second option would be to pay all employees working in a primary job $7.70 per hour regardless of the number of hours they work. After general increases are applied for July 1, 1994, July 1, 1995, and July 1, 1996, there are about 809 employees listed in the payroll files with an hourly rate of less than $7.70 per hour who are working in a primary job. This category includes individuals who work less than 20 hours per week as well as those who work more than 20 hours per week. The additional costs to the Milwaukee Board of School Directors to pay them $7.70 per hour is estimated to be $161,729 for FY 1996-97, $166,580 for FY 1997-98, and $171,578 for FY 1998-99 including additional costs for pension and FICA. The total cost for the three fiscal years is estimated to be $499,887.

• The third option would be to pay all census enumerators $7.70 per hour. Additional costs to the Milwaukee Board of School Directors to pay census enumerators $7.70 per hour is estimated to be $30,955 for FY 1996-97, $31,884 for FY 1997-98, and $32,841 for FY 1998-99, including additional costs for FICA. The total cost for the three fiscal years is estimated to be $95,680.

• The fourth option would be to pay all employees who are paid less than $7.70 per hour an hourly rate of $7.70 per hour. After general increases are applied for July 1, 1994, July 1, 1995, and July 1, 1996, there are about 2,846 employees, including census enumerators, listed in the payroll files who are paid an hourly rate of less than $7.70 per hour. Based on the projected hours they will work, the additional costs to the Milwaukee Board of School Directors to pay them $7.70 per hour is estimated to be $808,836 for FY 1996-97, $833,100 for FY 1997-98, and $858,094 for FY 1998-99, including additional costs for pension and FICA. The total cost for the three fiscal years is estimated to be $2,500,030.

• Any increase in the minimum wage to $7.70 per hour will have to be negotiated with those unions representing the affected employees. The raising of the minimum wage may also have contractual implications with respect to other employees in the respective bargaining groups who are currently paid more than $7.70 per hour. Compression of the salary schedules involved would occur, thus creating pressure to raise salaries throughout the salary schedules to restore the percentage spread from the minimums to the maximums of the salary ranges. The cost analysis cited above assumes the minimum wage will only be raised to $7.70 per hour. To do otherwise would significantly increase the above mentioned cost.

• Possible funding alternatives for the costs associated with raising the minimum hourly wage for MPS employees include:

- Board could include the entire cost in the 1996-97 budget.
- Other funding alternatives would require negotiations with appropriate unions, since these alternatives could impact on various salary schedules.

3. Livable wage for all employees of MPS contractors

• The administration's analysis assumes that the resolutions would apply to those employees of contractors who provide direct service to Milwaukee Public Schools, and excludes those contractors who solely supply goods and/or facilities. There are approximately 1,900 individuals employed by those contractors who provide direct service to the MPS. These include about 1,800 bus drivers, 24 child care workers, and 30 temporary clerical workers. In addition there are a number of single-event or small dollar contracts that are administered at the school level. Less than 5% of these individuals are currently paid at a rate less than $7.70 per hour. Based on a survey, all bus drivers are currently making over $7.70 per hour, so they would not be affected by this resolution.

For example the 30 temporary clerical workers, who average approximately a total of 9,600 hours annually, are paid about $6.05 per hour on the average. Therefore the yearly cost to various schools/departments would approximate $79,000 per year. Of the 24 child care workers, 19 are paid less

than $7.70 per hour. These 19 employees average about 35,328 hours annually and are paid an average hourly rate of $5.75. The cost to schools/departments would approximate a total of $54,537.60 on an annual basis.

• Off-site daycare agencies, such as YMCA and V. E. Carter agency, contract for services directly with parents. Because MPS provides free facility use, these agencies are able to hold down the costs to parents. Mandating an increase in wages to $7.70 per hour could adversely affect the parents who currently pay for the services, many of whom will not be able to absorb the increase in costs. These could result in a decline in participation; thereby potentially threatening the continued viability of the off-site daycare agencies.

• Any fiscal impact to MPS of raising the minimum hourly wage to $7.70 per hour for those employees working for a contractor who provides direct service to MPS would have to be absorbed by the local school/department budgets. There may also be unanticipated consequences to vendors due to their labor contracts, and wage arrangements with other workers in their employ.

4. Revenue Cap

As the Board is aware, MPS is subject to revenue caps as mandated by state law. These revenue caps establish the total amount of monies MPS has to run its operations. If alternative funding is not obtained and MPS were to increase its operations budget as a result of increasing the minimum hourly wage to $7.70 per hour to an expanded group of MPS employees and/or employees of MPS contractors, there would need to be a corresponding reduction in the FY97 operations budget in order to stay within the mandated revenue caps.

5. Overview of Fiscal Impact

The following table summarizes the fiscal impact of the options for wage rate increases for MPS employees:

	No. of employ-ees	**1996-97 Projected Costs**	**1997-98 Projected Costs**	**1998-99 Projected Costs**	**1996-99 Total Projected Cost**
Wage Rate Increase					
Wage Rate to $7.70 per Hour (Primary Job. Working 20 or More Hours per Week). Includes Building Service Helpers I, Food Service Assistants, Painter Apprentice, and Studio Crew Technicians	528	$142,642	$146,921	$151,329	$440,892
Wage Rate to $7.70 per Hour (All employees working a primary job regardless of the number of hours. Includes the above groups and Substitute Building Service Helpers and Food Service on-Call Substitutes)	809	$161,729	$166,580	$171,578	$499,887
Wage Rate to $7.70 for Census Enumerators	44	$30,955	$31,884	$32,841	$95,680
Wage Rate to $7.70 per Hour for all MPS Employees Who are Paid Less than $7.70 per Hour	2,846	$808,836	$833,100	$858,094	$2,500,030

Administration's Analysis

6. The administration's analysis indicates that implementation of this resolution would have fiscal impact of various degrees.

7. Preliminary budget projections for FY 97 reflects a funding gap of at least $13.7 million. If the Board approves implementation of aspects of the livable wage provisions, the budget gap will increase. This will result in the need for additional budget reductions in the FY 97 budget.

8. Wages, hours, and working conditions are mandatory subjects of bargaining. Implementation of aspects of this resolution will require negotiations with the respective unions representing the affected employees.

Superintendent's recommendations

1. That the Board address the livable wage provisions through the collective bargaining process and provide the administration (and its negotiating team) with direction regarding its negotiating position.

2. That the Board determine whether it wishes to require contractors to provide the same wages.

Director Gardner moved to adopt the resolution.

Director Braun moved to amend the resolution by adding the words "Be it further resolved that the Board direct the administration to 1) pursue the living wage through the collective bargaining process, where appropriate; 2) that the administration prepare a budget amendment initiating the living wage for all other MPS unrepresented employees; and 3) that the Board require contracted service providers to provide such a wage for their employees.

Director Johnson moved to amend the amendment by striking the words "1) pursue the living wage through the collective bargaining process, where appropriate."

The amendment to the amendment was adopted, the vote being as follows:

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

Noes—None.

The question was now on the balance of Director Braun's amendment, modified as follows at the request of Director Johnson:

That the administration prepare a budget amendment <u>for fiscal year 1997</u> initiating the living wage for all ~~other~~ MPS ~~unrepresented~~ employees <u>under $7.70 per hour</u> and require contracted service providers to provide such a wage for their employees.

The amendment was adopted, the vote being as follows:

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

Noes—Directors O'Neil, Sinicki and President Bills—3.

Director Sinicki moved to lay the matter on the table.

The motion to table failed, the vote being as follows;

Ayes—Directors O’Neil, Sinicki, Small and President Bills—4.

Noes—Directors Braun, Fisher, Gardner, Johnson and Todd—5.

Director Gardner moved to amend the resolution by adding the following:

That funds in the 1996-97 budget to pay for the $7.70 minimum wage for all employees of the district and all employees of independent contractors whose principal work is providing contracted service to MPS not be taken from any of the following categories: wages or benefits under negotiated labor contract or subject to contract negotiation; and any programs that operate within MPS or partnership schools; and that funds in the 1996-97 budget to pay for the $7.70 minimum wage for all MPS employees may be taken from any of the following categories: increased state aids; increased per-student funds that may become available as the result of the Milwaukee Parental Choice Program; wages and benefits of any and all MPS employees not under negotiated labor contract, or subject to contract negotiations; and programs that do not operate within MPS or partnership schools.

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

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

Noes—Directors Johnson, O'Neil, Sinicki, Small and President Bills—5.

Director Small moved to refer the matter to the Strategic Planning and Budget Committee for consideration during the FY97 budget process.

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

Ayes—Directors Johnson, O'Neil, Small and President Bills—4.

Noes—Directors Braun, Fisher, Gardner, Sinicki and Todd—5.

Director Johnson moved to amend the resolution to provide that it be a net zero budget item.

The motion failed for lack of a second.

The question being on adoption of the resolution as amended, it was adopted, the vote being as follows:

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

Noes—Directors O'Neil, Sinicki and President Bills—3.

* * * * *

(Item 5) Action on a Resolution by Directors Gardner and Todd Regarding the Provision of a Livable Health Insurance for all MPS Employees and All Employees of MPS Contractors

Background

At its meeting on October 18, 1995, the following resolution was introduced by Directors Gardner and Todd.

WHEREAS, MPS is the City of Milwaukee's largest employer, and the largest employer of the City of Milwaukee residents; and

WHEREAS, The City of Milwaukee and its residents suffer because of the lowering of wages and related benefits among Milwaukee area employers; and

WHEREAS, Women and other disadvantaged populations suffer disproportionately from the lowering of wages and diminution of benefits in the Milwaukee labor market; and

WHEREAS, The current labor market in Milwaukee affords MPS an opportunity to have a major and positive impact on the entire labor market, among all sectors of employers; and

WHEREAS, The end of welfare requires MPS, as both employer and educational institution, to be concerned with the economic survival and independence of families whose children attend schools within the City, and with all families within the City, and

WHEREAS, MPS has committed itself to the principles of peace and justice represented by Gandhi, King, and Tutu; and

WHEREAS, Gandhi, King, and Tutu have often risked their lives for the rights of the poorest working people; and

WHEREAS, King gave his life in a struggle for economic justice for poor people; now, therefore, be it

RESOLVED, That MPS shall ensure that all MPS employees, and all employees of all MPS contractors shall be afforded health insurance at the same standards as MPS employees for any and all work performed directly or indirectly for MPS.

Fiscal analysis

1. On November 15, 1995, the MPS Board of School Directors requested the administration to provide a procedural analysis relative to the resolution submitted by Directors Gardner and Todd regarding the provision of livable health insurance for all MPS employees and all employees of all MPS contractors.

The administration provided the Board with a procedural analysis at their December 13, 1995, meeting. At that time, additional information was requested and the administration was asked to provide this information at a subsequent Board meeting.

2. Livable health insurance for all MPS employees

As previously reported to the Board, MPS provides health and dental benefits to employees in positions regularly scheduled for 20 hours or more per week. Currently the Board provides health and dental benefits to 11,743 full and part-time employees. MPS employs an additional 4,704 part-time employees in positions which are not eligible for benefits.

Three options were considered when determining the fiscal impact of offering health/dental coverage:

(a) Offer health/dental insurance to part-time employees working less than 20 hours per week, excluding census enumerators, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students.

(b) Offer health/dental insurance to part-time employees working in primary jobs regularly scheduled to work 15 but less than 20 hours per week, excluding census enumerators, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students.

(c) Offer health and dental insurance to census enumerators.

• Option one - provide medical and dental benefits to the 1,183 part-time employees who are in positions scheduled for less than 20 hours per week. Excluded from this number are census enumerators, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay schedule positions (i.e. coaches, etc.), municipal recreation sports officials, high school and college student helpers and co-op students, since these positions are seasonal and/or not regarded as the primary job of the

employee. The projected annual cost to provide Board paid health and dental benefits to these 1,183 part-time employees is:

Fiscal Year	Fiscal Year	Fiscal Year
1996/1997	1997/1998	1998/1999
$7,543,000	$8,100,000	$8,700,000

• Option two - provide medical and dental benefits to the 687 part-time employees in primary jobs regularly scheduled to work 15 BUT LESS THAN 20 hours per week excluding census enumerators, part-time recreation workers, interscholastic officials, temporary coaches, schedule E pay positions (i.e. coaches, etc.) municipal recreation sports officials, high school and college student helpers and co-op students.

The projected annual cost to provide Board paid health and dental benefits to these 687 part-time employees is:

Fiscal Year	Fiscal Year	Fiscal Year
1996/1997	1997/1998	1998/1999
$4,380,000	$4,704,000	$5,053,000

• Option three - provide medical and dental benefits to census takers. The projected annual cost to provide Board paid health and dental benefit to the 60 census enumerators is:

Fiscal Year	Fiscal Year	Fiscal Year
1996/1997	1997/1998	1998/1999
$383,000	$411,000	$441,000

It should be noted that there are numerous administrative problems associated with offering benefits to the census takers. Problems include billing for the months they do not work as well as billing for their self-paid continuation rights under COBRA should they elect not to work in the following year.

• Possible funding alternatives for the costs associated with the aforementioned livable health insurance options for MPS employees include:

- The Board could include the entire cost in the 1996-97 budget.

- Other funding alternatives would require negotiations with appropriate unions, since these alternatives could impact on various salary and benefits plans.

3. Livable health insurance for employees of MPS contractors

• The administration's analysis assumes that the resolution would apply to only those contractors who provide direct services to Milwaukee Public Schools, and excludes those contractors who solely supply goods and/or facilities. This analysis only includes those contractors' employees who work directly on Milwaukee Public Schools contracts. There are approximately 1,900 individuals employed by those contractors who provide direct service to the Milwaukee Public Schools and who, for the most part, are not provided with health and dental insurance by their employer.

• This analysis also assumes that the health and dental benefits are purchased through a cooperative purchasing arrangement such as that currently offered by the City for Community Block Grant (CBG) groups. This CBG group purchasing arrangement does not include dental benefits and is not available to private for-profit contractors. Also, the benefits afforded are broad, but not as broad as that offered by MPS.

Only HMOs are offered and same are rated separately from the City's program (i.e. adverse claim experience of the CBG groups is not to affect the City's rates). It should, however, be noted that there appears to be the possibility that this program will be expanded in the next year to include private for-profit contractors.

• Another source for health insurance for small employers is through the Metropolitan Milwaukee Association of Commerce (MMAC) which offers a pooled cooperative purchasing program brokered by Blue Cross/Blue Shield. Based on preliminary discussions with representatives from MMAC, they indicated an interest in offering health insurance to MPS contractors.

• Based on the following scenarios and using the CBG rates and MPS prepaid dental plan rates, the following are the estimated costs for bus driver, child care and clerical employees of contractors working directly on MPS contracts.

Scenario #1 100% of eligible employees take health and dental coverage

	No. of employees	FY 1996/1997	FY 1997/1998	FY 1998/1999
Bus Drivers	1,800	$7,440,336	$ 7,881,840	$8,349,825
Child Care	24	$ 157,697	$ 167,048	$ 176,958
Clericals	30	$ 197,121	$ 208,810	$ 221,198
Totals	1,854	$7,795,154	$8,257,698	$8,747,981

Scenario #2 30% of bus drivers opt out and receive $500 annual opt out benefit
50% of all others opt out and receive $500 annual opt out benefit

	3 Year Opt Out Costs	FY 1996/1997	FY 1997/1998	FY 1998/1999
Bus Drivers	$810,000	$5,208,235	$5,517,288	$5,844,877
Child Care	$ 18,000	$ 78,848	$ 83,524	$ 88,479
Clericals	$ 22,500	$ 98,560	$ 104,405	$ 110,599
Totals	$850,500	$5,385,643	$5,705,217	$6,043,955

Scenario #3 20% of all employees opt out and receive $500 annual opt out benefit
Employee contribution of $25/month

	3 Year Opt Out Costs	FY 1996/1997	FY 1997/1998	FY 1998/1999
Bus Drivers	$540,000	$5,520,268	$5,873,472	$6,247,860
Child Care	$ 7,200	$ 120,397	$ 127,878	$ 135,806
Clericals	$ 9,000	$ 150,497	$ 159,848	$ 169,758
Totals	$556,200	$5,791,162	$6,161,198	$6,553,424

• The fiscal impact to MPS of requiring contractors to provide livable health insurance to their employees who work directly on MPS contracts would result in higher contract costs and would have to be absorbed by the local school/department budgets. There may also be unanticipated consequences to vendors due to their labor contracts, and wage/benefit arrangements with other workers in their employ.

4. Revenue Cap

• As the Board is aware, MPS is subject to revenue caps as mandated by state law. These revenue caps establish the total amount of monies MPS has to run its operations. If alternative funding is not obtained and MPS were to increase its operations budget as a result of offering health and dental benefits to an expanded group of MPS employees and/or employees of MPS contractors, there would need to be a corresponding reduction in the FY97 operations budget.

The following is a summary of the fiscal impact of the options for health and dental coverage for MPS employees and employees of MPS contractors.

5. Overview of Fiscal Impact:

Health and Dental Coverage for MPS Employees

	No. of employees	1996-97 Projected Costs	1997-98 Projected Costs	1998-99 Projected Costs	1996-99 Total Projected Cost
Health/Dental Insurance Part-time employees working less than 20 hours per week, excluding census enumerators, part-time recreation workers, and co-op students, etc.	1,183	$7,543,000	$8,100,000	$8,700,000	**$24,343,000**
Part-time employees working in primary jobs regularly scheduled to work 15 but less than 20 hours per week, excluding census enumerators, part-time recreation workers, and co-op students, etc.	687	$4,380,000	$4,704,000	$5,053,000	**$14,137,000**
Census Enumerators	60	$383,000	$411,000	$441,000	**$1,235,000**

Health and Dental Coverage for MPS Contractors

	No. of employees	1996-99 Total Projected Cost
Scenario #1		
Bus Drivers	1,800	**$23,672,001**
Child Care	24	**$501,703**
Clericals	30	**$627,129**
Total	1,854	**$24,800,833**
Scenario #2		
Bus Drivers	1200	**$17,380,400**
Child Care	12	**$268,851**
Clericals	15	**$336,064**
Total	1227	**$17,985,315**
Scenario #3		
Bus Drivers	1,440	**$18,181,600**
Child Care	19	**$391,281**
Clericals	24	**$489,103**
Total	1,483	**$19,061,984**

Administration's Analysis

6. The administration's analysis indicates that implementation of this resolution would have fiscal impact of various degrees.

7. Preliminary budget projections for FY 97 reflects a funding gap of at least $13.7 million. If the Board approves implementation of aspects of the livable health insurance provisions, the budget gap will increase. This will result in the need for additional budget reductions in the FY 97 budget.

8. Wages, hours, and working conditions are mandatory subjects of bargaining. Implementation of aspects of this resolution will require negotiations with the respective unions representing the affected employees.

Superintendent's recommendations

1. That the Board address the livable health insurance provisions through the collective bargaining process and provide the administration (and its negotiating team) with direction regarding its negotiating position.

2. That the Board determine whether it wishes to require contractors to provide the same health benefits.

Director Gardner moved to adopt the resolution.

Director Gardner moved to substitute the following for the resolution:

That the Administration entertain bids for proposals not to exceed a total of twenty thousand dollars ($20,000) for consultants to work with the Department of Employee Relations to address and answer the following questions regarding employees of MPS contractors (hereafter, employees) whose principle work is providing services to MPS:

1. What health insurance benefits are now offered employees?
2. How do benefits compare with those now offered MPS employees?
3. What employee co-payments are required to secure health benefits now offered?
4. How many employees are now covered by health insurance?
5. What are estimated employer contributions to health insurance costs for employees?
6. Would employees and employers have reason to take advantage of the City of Milwaukee health coverage offered to non-City employees?
7. Is it possible to secure coverage for employees through the City of Milwaukee extended health plan?
8. What are other feasible and reasonable alternatives for employees and their employers?
9. What are reasonable costs that MPS can, and should, expect contracted employers to share with MPS to extend coverage to all employees?

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

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

Noes—Directors Johnson, O'Neil, Sinicki, Small and President Bills—5.

Director Johnson moved to substitute the following for the resolution:

That the administration entertain bids for proposals not to exceed a total of $20,000 for consultants to work with the Department of Human Resources to determine the average employer contribution for employee benefits in the Milwaukee area; and among

contracted bus drivers, child care workers and contracted clerical workers, how many of them are even offered health insurance by their current employers, what the coverage and co-payment is for the health insurance they are offered, and what number and percentage of them are actually covered by such policies.

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

Ayes—Directors Fisher, Johnson, Sinicki, Small and President Bills—5.

Noes—Directors Braun Gardner, O'Neil and Todd—4.

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

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

Noes—Director O'Neil and President Bills—2.

* * * * *

(Item 6) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Affirmative Action Report, and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

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

Approval of Certificated Appointments—Teachers and School Social Workers

2. The Superintendent recommends that the Board approve the following appointments of teachers and physical therapists, 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for December 1995, is attached. This is an informational report; no action is required.

Approval of Prevailing Wage Rates

6. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

7. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). A communication from the Milwaukee Building and Construction Trades Council dated November 20, 1995 has been attached to the minutes of the meeting.

Superintendent's Recommendations

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

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

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Iris Carter Milw. Tech.	Clerk Typist I $8.28/hr.($6,624.00/yr.)	12-04-95
Mary Greer Wisconsin Avenue	Clerk Typist I $13,251.11/yr.	01-02-96
Phoebe Jackson Emerson	Clerk Typist I $13,251.11/yr.	01-08-96
Raquel Mendoza Kosciuszko	Clerk Typist I $13,251.11/yr.	01-08-96
Evelyn Ray School & Comm. Serv.	School Secretary II $26,181.48/yr.	01-02-96
Karen Sauer Human Resources	Clerk Typist I $19,608.94/yr.	11-28-95
Bridgett Shepard EESSC	School Secretary I $19,257.33/yr.	01-02-96
	PROMOTIONS	
William Birdsall Douglass	Food Service Manager I $13,146.53/yr.	12-08-95
Sue Heiser Lafollette	Food Service Manager II $13,568.64/yr.	01-08-96
Lynn Krenn Finance	Clerical Mentor $27,179.36/yr.	01-02-96
Patricia Peschl School Nutrition	Food Service Manager Trainee $8.17/hr.($10,923.29/yr.)	01-02-96
Nancy Peterson Finance	Clerical Mentor $27,179.36/yr.	01-02-96
Melanie Sendejo School Nutrition	Food Service Manager Trainee $7.90/hr.($10,562.30/yr.)	01-02-96
Cassandra Sutton 38th $15,152.88/yr.	Food Service Manager III	11-14-95
Bonnie Williams Keefe	Food Service Manager I $13,681.12/yr.	12-08-95

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS	
Gregory Blockton Milw. Spanish Immersion	Handicapped Children's Assistant $11,274.31/yr.	12-07-95
Jacqueline Davis School & Comm. Serv.	School Secretary I $23,189.66/yr.	01-22-96
Laura Guantes Burroughs	School Secretary I $19,755.32/yr.	01-02-96
Heidi Lawhorn Honey Creek	School Secretary I $17,637.99/yr.	01-02-96
Judith Pikus Fairview	Handicapped Children's Assistant $10,892.09/yr.	11-27-95
Joe Ann Williams North Division	School Secretary I $19,745.18/yr.	12-01-95
Margene Woida Gaenslen	Handicapped Children's Assistant $11,274.31/yr.	11-22-95

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS, AND SCHOOL SOCIAL WORKERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 20, 1995, and October 2, 1995, inclusive:				
(r)	Denise Davis Elementary	B	24,413	0	09-26-95
	Effective between October 3, 1995, and October 13, 1995, inclusive:				
(r)	Natasha L. Miller Grade 3	B	24,413	0	10-09-95
	Effective between October 27, 1995, and November 8, 1995, inclusive:				
(nr)	Laura M. Griffin Grade 5	B	24,413	0	10-30-95
	Effective between November 9, 1995, and November 21, 1995, inclusive:				
(r)	Jennifer H. Barrett Grade 1	B	24,413	0	11-20-95
(nr)	Cynthia S. Cuellar Upper Elementary	B	24,413	0	11-20-95

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Danielle G. Dehling Upper Elem./English	B	24,413	0	11-21-95
(r)	Patricia M. Steevens C. D.	B	26,854	2	11-20-95
	Effective between November 22, 1995, and December 5, 1995, inclusive:				
(r)	Karen E. Herrider L. D.	B	26,854	2	11-29-95
(nr)	Scott C. Kardell Music	C	35,863	6	11-30-95
(nr)	Stefanie L. Ulma Grade 6	B	24,413	0	12-05-95
(r)	Tammy S. Wisniewski Upper Elementary	B	29,296	4.5	11-27-95
	Effective between December 6, 1995, and December 18, 1995, inclusive:				
(r)(b)	Nancy J. Barnhardt Hearing Impaired	B	32,958	7	12-11-95
(r)	Jeannette L. Maxfield Grade 5	B	24,413	0	12-13-95
(r)	Kathleen M. Steponkus Music	B	24,413	0	12-18-95
	Effective between December 19, 1995, and January 10, 1996, inclusive:				
(r)	Barbara G. Silvernail Kindergarten	B	12,206.50 (.5 Contract)	0	01-02-96
	Effective between January 25, 1996, and February 6, 1996, inclusive:				
(nr)	Dean E. Billo Biology/Chemistry	B	24,413	0	01-29-96
	School Social Workers - Schedule 02				
	Effective between December 6, 1995, and December 18, 1995, inclusive:				
(r)	Willie T. Carter		23,268 (.5 Contract)	7	12-11-95

(a) Reappointment without tenure (nr) Non-resident who must become a resident

(b) Reappointment with tenure

(r) Resident who must remain a resident

APPROVAL OF CERTIFICATED LEAVES OF ABSENCE

	Present	Effective
Illness Leave, to January 26, 1996:	Assignment	From
Faye Ellen Thom	Lancaster	November 20, 1995
Illness Leave, to June 14, 1996:		
Judith Berg	Webster	September 22, 1995
Kathleen Chudy	Congress	January 18, 1996
Deborah Tauferner	Happy Hill	December 18, 1995
Thomas Taylor, Jr.	Garland	January 30, 1996
Maternity Leave, to June 14, 1996:		
Laurie Gross	Lady Pitts	February 5, 1996
Lisa Krickeberg	Audubon	November 13, 1995
Peggy Lane	Lee	January 17, 1996
Susan Menzies	Goodrich	November 22, 1995
Valerie Thomson	Brown	February 1, 1996
Personal Leave, to June 14, 1996:		
Shirley Davis	Congress	December 1, 1995
Julie Sharpe	Allen Field	January 15, 1996
Personal Leave, to January 1997:		
Marla Lawrence	Irving	January 2, 1996
Sabbatical Leave, to June 14, 1996:		
Linda Tate	Custer	January 16, 1996
Extension of Illness Leave, to June 14, 1996:		
Sandra Cornelius	Leave	January 29, 1996
Debra Klingman	Leave	January 29, 1996
Extension of Illness Leave, to January 1997:		
Pearlie Barnett	Leave	January 29, 1996
Charlene Belland	Leave	January 29, 1996
Shirley Lambert	Leave	January 29, 1996
Extension of Maternity Leave, to June 14, 1996:		
Jody Merchant	Leave	January 29, 1996

Extension of Maternity Leave, to January 1997:

Judy Hafemeister	Leave	January 29, 1996

Extension of Personal Leave, to June 14, 1996:

Cathleen Lewandowski	Leave	January 29, 1996
Maralyn Wellauer	Leave	January 29, 1996

CURTAILMENT OF LEAVE:

Kathelyne Dye-Wright — Was granted a child rearing leave from September 27, 1995, through January 26, 1996. Curtailed as of January 2, 1996.

Rachel Gray — Was granted a sabbatical leave from August 1995, through June, 1996. Curtailed as of January 26, 1996.

Ellease Mayo — Was granted a personal leave from August 1995, through June, 1996. Curtailed as of January 3, 1996.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Adaliza Acosta-Gonzalez	Teacher	11-19-95
Annabel B. Clark	Teacher	01-26-96
Diane C. Colby	Curriculum Specialist	01-04-96
Janice E. Jackson	Coordinator	On leave
Matthew H. Liban	Teacher	12-20-95
Monica J. Macholl	Teacher	12-31-95
Beth E. Magomolla	Teacher	11-27-95
Monroe S. Meier	Teacher	01-26-96
Bryant R. Moss	Teacher	01-05-96
Marianne L. Nelson	Teacher	12-20-95
Irene M. Sabat	Teacher	03-15-96
Anthony D. Sartin	Teacher	12-08-95
Latasha R. Schwartz	Teacher	12-12-95
Frank J. Shepich	Teacher	01-12-96
Jane N. Smyczek	Teacher	12-20-95
Clare M. Sydnor	Teacher	11-21-95
Janet L. Underly	Teacher	06-14-96
Sarah J. Weiland	Teacher	12-01-95
Ailene R. White	Teacher	03-13-96
Mary J. Zeman	Teacher	01-26-96
Corinne Ziemann	Teacher	01-16-96

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

* * * * *

(Item 7) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

That the Board promote the following individual to the classification indicated, effective upon assignment:

(r)	Patricia Joseph	Assistant Principal Lee Elementary School	Schedule III, Range 10D $57,701

r - Resident

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

Temporarily absent—Director Johnson—1.

* * * * *

The Board adjourned at 11:53 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 31, 1996

Regular meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher (6:35 PM), Gardner (6:35 PM), Johnson (9:15 PM), O'Neil, Sinicki, Small, Todd (6:50 PM) and President Bills—9.

Absent—None.

The Board observed a moment of silence for Kawania Wooten, an MPS student who was killed this month, and Jermain Johnson, an MPS student who died this month.

AWARDS AND RECOGNITIONS

The Board repeated the awards it presented at its December 20, 1995, meeting. Because of the background noise in the auditorium during that meeting, many individuals, including the radio audience, did not hear them.

* * * * *

APPROVAL OF MINUTES

The minutes of the December 13 and 20, 1995, Board meetings were approved as corrected.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

Report and Recommendations on the Negotiation of 1996-97 Chapter 220 Contracts with Suburban Districts

The Superintendent requested that the item be deferred until a February 1996, Board meeting.

There being no objection, the request was granted.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

January 31, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

Transmittal of and Action on the Fiscal Year-end 1995 Audit Reports (General Purpose Financial Statements Audit Report, Student Membership Audit, Early Retirement Supplement and Benefit Improvement Plan Audit, Supplemental Early Retirement Plan for Teachers Audit, and Single Audit Report); the Auditor's Management Letter; and 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 1995:

General purpose financial statements;
Schedule of federal and state financial assistance;
Compliance with laws and regulations related to federal and state financial assistance;
Financial statements of the defined benefit pension plans; and
Student membership counts as required by the Department of Public Instruction.

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 all 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.

7. Representatives of Deloitte and Touche are present to provide the committee with a formal presentation and answer any questions from Board members.

Recommendations

The Office of Board Governance recommends:

1. That the Board accept the following Deloitte and Touche year-end audit reports: General Purpose Financial Statements Audit Report; Student Membership Audit; Early Retirement Supplement and Benefit Improvement Plan; Supplemental Early Retirement Plan for Teachers; and Single Audit Report.

2. That the Board accept the Deloitte and Touche management letter.

3. That the Board determine what action it wishes to take with respect to the Superintendent's response to the Deloitte and Touche comments on accounting, administrative and operating matters detailed in the management letter.

NANCY R. NOESKE
Director, Office of Board Governance

Director Small moved to adopt the recommendations.

Director Braun moved to refer the matter to the Audit Committee.

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

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

Noes—None.

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REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented one report of the Independent Hearing Panel of the Board of School Directors.

Director Small moved to accept the report of the Independent Hearing Panel of the Board of School Directors for January 11, 1996.

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

Ayes—8; Noes—0.

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REGULAR ITEMS OF BUSINESS

Director Fisher moved that the Board resolved itself into a Committee of the Whole for the purpose of giving public hearing on items 1 through 6 of the regular items of business.

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

Ayes—8; Noes—0.

The Board rose from the Committee of the Whole for the purpose of taking action on item 1 at 7:28 PM.

(Item 1) Action on Recommended Plans for Replacement Programs for Craig, Lapham Park, Phoenix and Hayes Alternative

Administration's Analysis

1. At its meeting on November 15, 1995, the Board heard from the administration and the public regarding the recommended closing and reconstituting of four alternative schools: Craig, the former Hayes (currently located at St. Charles), Lapham Park, and Phoenix

2. At its meeting on November 29, 1995, the Board adopted a resolution approving the closing and reconstituting of the above named schools.

3. A request for proposals was made on November 30, 1995, to allow interested parties an opportunity to develop proposals for revised programs to serve the needs of the students. The due date for the proposals was January 5, 1996.

4. The Superintendent and his staff attended the public hearing, reviewed the proposals and are making the following recommendations:

Craig

Only one proposal was received - from the Craig staff members. The administration does not recommend this particular proposal, in that it does not appear to represent much of a change from the present program or schedule. Therefore, the due date for receiving proposals for Craig was extended until January 31, 1996, to allow for additional solicitation.

Former Hayes

The administration recommends accepting the proposal from the St. Charles Youth and Family Education Center, in that it accommodates the needs of the students. Under this proposal, MPS will contract services with St. Charles. The proposal includes service to 120 students. The proposed academic program will serve students identified with exceptional education needs, particularly in the area of emotional disturbance. Programming will focus on these needs through the use of a collaborative support team including the student, teacher, family worker, support personnel, parents, art therapist and a school-to-work coordinator.

Lapham Park

The administration recommends accepting two proposals: Career Youth Development (CYD) and Lad Lake. These organizations have extensive experience in serving the needs of the target population now served at Lapham Park. Together these proposals will maintain the 90 high school and 25 middle school seats that are now available at Lapham Park.

Phoenix

The administration recommends the proposal submitted by the staff of Project STAY. The proposed program would merge the students from Phoenix into Project STAY by creating a Project STAY Senior Institute, which would use identified activities and strategies that follow the dropout prevention program model adopted by the Division of Alternative Programs.

The Project STAY Senior Institute would serve the same number of students (180) as Phoenix and would be housed at the 8th Street site for the 1996-97 school year. Staff members from Phoenix would have the opportunity to apply for positions at the Project STAY Senior Institute according to the process for closing and reconstituting schools.

Strategic Plan Compatibility Statement

5. This action supports the Board's goals for increased academic achievement and student success.

Statute, Board Policy or Rule Statement

6. This action is permitted under Section 119.18(23), Wis. Stats. regarding closing and reconstituting low performing schools.

Fiscal Impact Statement

7. The FY97 budgets for these schools will be redirected to provide for contracted services and/or modified programs for the students.

The present budgets for Craig and the former Hayes (located at St. Charles) will be combined and a per pupil allocation will be determined for a contract with St. Charles (120 students) and for a program to be recommended to the Board in February. The amount will be equal to, or less than, the present budget, with any savings returned to the general fund. The budgets for the replacement programs for Lapham Park and Phoenix will not exceed the cost that would ordinarily have been incurred if the current programs had continued in operation.

Implementation and Assessment Plan

8. During the remainder of the 1995-96 school year, the four programs will continue to operate under the current staffing and educational plan.

Superintendent's recommendation

That the Board accept the recommendations of the administration as follows:

CRAIG

- That the administration bring a recommendation to the Board in February.

FORMER HAYES

- That the Board accept the proposal from the St. Charles Youth and Family Education Center, contingent upon Board approval of negotiated contracts.

LAPHAM PARK

- That the Board accept two proposals: Career Youth Development (CYD) and Lad Lake, contingent upon Board approval of negotiated contracts.

PHOENIX

- That the Board accept the proposal submitted by the staff of Project STAY.

Director Braun moved that the Board adopt the recommendations of the Superintendent.

Director Braun requested separate consideration of the recommendation for former Hayes.

There being no objection, the request was granted.

The question being on the recommendations for Craig, Lapham Park and Phoenix, they were approved, the vote being as follows:

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

Noes—None.

The question being on adoption of the recommendation for former Hayes, it was approved, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Braun—1.

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Director Sinicki moved that the Board return to the Committee of the Whole for the purpose of giving public hearing on item 2.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Gardner—1.

The Board resolved itself into a Committee of the Whole at 7:35 PM.

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

(ITEM 2) Action on a Request to Authorize Building Modifications for Craig as a K-8 School

Administration's Analysis

1. The closing and reconstituting of the current high school program for exceptional education students at Craig will allow the district to again use the Craig facility as an elementary school for the 1996-97 school year.

2. A community meeting was held on January 23, 1996, at Marshall High School to solicit community input regarding the educational program at Craig, before and after school activities, and the adult education programs the new school could offer.

3. Based upon input from the administration and from the community meeting, a K-8 Montessori School is being suggested for development at Craig. This would make a third Montessori School available to parents. The Montessori programs are among the most popular parental choice programs in the city. This program would also provide such services as adult education and before and after school activities for Craig students and for students in the community.

4. In 1996-97, 200 students would be enrolled at Craig. 100 would be K3 students and 100 would be K4 students. This would reduce the lengthy K3 and K4 wait lists for MacDowell and Greenfield Montessori Schools.

5. Each year, an additional grade level would be added to the school, ending with grade eight. After all grade levels have been added, the total enrollment for this K-8 school would be 510 students.

6. The school would be a city-wide school with preference given to 55% of the students living in the Craig walk zone.

Strategic Plan Compatibility Statement

7. This action supports the Board's goal to increase opportunities for early childhood education and for Montessori education.

Statute, Board Policy or Rule Statement

8. This action is permitted under Section 119.18 (23), Wis. Stats. regarding closing and reconstituting low performing schools.

Fiscal Impact Statement

9. The modifications to reopen Craig School will be completed over a three-year period and will be part of the Capital Plan. Modifications will be completed to reflect the multi-year implementation of the

program and will be completed to ensure that appropriate space for the various aspects of the program is ready when required by the program.

Year 1 - Total Cost = $1,074,400

Work includes complete interior painting; electrical service upgrade and installation of outlets; new tot lot; miscellaneous minor modifications such as installation of tack board/chalkboards, repair of doors, walls, cabinets, creation of storage areas in each classroom; installation of furniture and equipment; and modification of sinks to age-appropriate sizes. In addition, $500,000 for furniture and equipment, and $114,400 for design fees are included in Year 1 costs.

Year 2 - Total Cost = $840,000

Work includes remodeling of office to accommodate full staff and technology, new kitchen, completion of library, replacement of incandescent lighting throughout building, completion of site work, and modifications to comply with the Americans with Disabilities Act.

Year 3 - Total Cost = $430,000

Work includes remodeling to create a cultural subjects room, replacement of PA system, installation of building-wide computer network (LAN), and replacement of windows.

Costs for all modifications total $1,730,000. Total project costs equal $2,344,400, with completion by September, 1998.

10. A start-up budget of $240,000 will be needed from the FY96 budget so that materials can be ordered at this time for the opening of school. As surpluses are found in Central FY96 accounts, they can be used to fund the FY96 start-up costs.

11. An operating budget of $746,000 for Craig elementary will be needed in the FY97 budget to cover normal operating costs. This is based on Craig elementary receiving the average per pupil allocation of the other two Montessori elementary schools. Decentralized funds and fringe benefits are included.

12. An additional $40,660 is needed above the FY97 operating budget for start-up supplies, moving costs, overtime for engineer, and pay for teachers to unpack materials and supplies and to be inserviced.

13. After offsets from revenue increases, the net impact for the operational budget for FY97 is $671,935. This will increase the FY97 gap by $671,935.

14. Because Craig Elementary will gradually phase in one grade each year, an additional $200,000 will be needed in FY99 and FY02 for Montessori materials and computers.

Implementation and Assessment Plan

15. The school will be held accountable for the same MPS Accountability measures as other MPS K-8 schools.

Superintendent's recommendation

That the Board approve the plans to reopen the Craig building as a Montessori elementary (K-8) school and direct the administration to develop a funding plan to be included in the FY97 proposed budget.

Director Sinicki moved that the Board approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

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Director Todd moved that the Board return to the Committee of the Whole for the purpose of giving public hearing on item 3.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:02 PM.

The Board rose from the Committee of the Whole at 8:34 PM.

(ITEM 3) Report on Cost Implications and Information on Modular Units, and Action on a Request for Authorization to Utilize Modular Classrooms at the Wisconsin Conservatory of Life-Long Learning

Administration's Analysis

1. At its meeting of February 15, 1995 (Proc., pp. 381-382), the Board approved the creation of the Wisconsin Conservatory of Life-Long Learning to be located at the former Kilmer School on a temporary basis. The program was to be relocated to permanent space for the 1996-97 school year. The program was to be implemented on a phased-in basis beginning with grades K4 - 6 and one grade each year thereafter. In FY97 two additional classes will be added for Grade 7.

2. Since the beginning of the current school year, the Administration and the principal have been exploring possible new locations for the program, but have not been able to find a suitable location as of the present time. Site expansion is required in order to accommodate the additional students and program expansion for the 1996-97 school year. The Administration will continue to seek a suitable site for the 1997-98 school year.

3. It is proposed that four (4) modular classrooms be purchased and erected on the current playground area to accommodate the expansion. The rooms would be used to house two classes of students in Grade 7 and two existing classes at Grade 6 which would be relocated from the existing building. The units would be purchased and installed prior to the start of the 1996-97 school year.

4. Each of the four classrooms would measure 24' x 36' (864 sf.) and contain its own heating and air conditioning system, 8-10 electrical outlets, and junction boxes for clock and speaker. The exterior walls are 2 x 4 construction, with vinyl covered gypsum board in the interior and decorative plywood siding on the exterior. The standard interior finishes include a 20 oz. carpeted floor, 4" vinyl base, and a gypsum board ceiling with surface mounted lighting.

Strategic Plan Compatibility Statement

5. Implementation of innovative schools is supported by the strategic plan, as described in the document, *Education For the 21st Century*.

Statute, Board Policy or Rule Statement

6. At its meeting of December 13, 1995 (Proc., pp. 464-470), the Board took action on a revised student selection process. One recommendation approved as part of that action modified the facilities plan to permit the use of modular units at selected sites pending a legal review by the City Attorney. The City Attorney has since indicated that modular units can be utilized as long as they are not used in a discriminatory manner.

7. The use of modular classroom units will require the approval of either the Board of Standards or the Board of Zoning Appeals depending on the requirements for installation by the City of Milwaukee. Approvals will be sought concurrent with design and bidding wherever possible. Approval by the Board of Standards requires approximately 4 weeks, and approval by the Board of Zoning Appeals requires 16 weeks. Annual approval for continued use thereafter is also required.

Fiscal Impact Statement

8. Adoption of the recommendation will result in both one-time and ongoing costs. One-time costs of $298,453 include purchase and set-up of units, furniture and equipment, site preparation fees, and advertising costs. Ongoing costs of $2,160 will include increases in salaries for Building Operations staff. An additional $6,384 would also be needed for additional maintenance costs and utilities. In addition, future costs of $89,000 for removal and/or relocation will be required. Detailed breakdowns of each of these costs are included in the attachment.

Funds are available in the current budget in the Ten-Year Capital Plan and can be reallocated to fund this project. Increased operating costs will need to be budgeted for FY 1997. No funds have been budgeted to cover relocation/removal costs. These costs will be budgeted at the time of removal/relocation.

Implementation and Assessment Plan

9. Upon approval by the Board to proceed, contract documents will be developed and the units advertised for bids. It is anticipated that award of contracts would occur in April with completion by August. A detailed timeline is included in the attachment. Furniture and equipment will be ordered and coordinated for delivery with the construction process.

Superintendent's recommendation

That authorization be given to purchase and erect four modular classroom units at the Wisconsin Conservatory of Life-Long Learning with completion by the start of the 1996-97 school year at an estimated cost of $298,453.

Director Braun moved that the Board approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

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By unanimous consent, the Board took up item 5 next (see below).

Director Johnson moved that the Board return to the Committee of the Whole for the purpose of giving public hearing on items 4 and 6.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Braun and Sinicki—2.

The Board resolved itself into a Committee of the Whole at 11:33 PM.

The Board rose from the Committee of the Whole at 12:29 PM.

(Item 4) Action on a Response to a Communication from R. Teig Whaley-Smith Regarding Mandatory Community Service for MPS High School Students

Administration's Analysis

1. The proposal being considered recommends mandating 40 or more hours of community service over the student's four year high school career. The services would include services approved by the school that would be provided to the school and/or the community for which no salary or stipend would be paid.

2. It further recommends that to implement this a list would be provided of suggested or authorized activities for which the students could participate.

3. At the July 10, 1995, meeting of the Board of School Directors, there were two opinions expressed from the community. One supported the potential value to students in providing community service; the other expressed concern about students doing volunteer work on an involuntary basis. Further study of this issue was requested of the Administration, including the preparation of a fiscal analysis and feasibility report.

4. Inclusion of community service as a requirement for graduation would result in MPS students completing all state requirements for graduation plus the following:

- Writing Proficiency
- Math Proficiency
- 1 unit of Fine Arts
- 40 hours of community service

5. All 15 high schools currently offer volunteer/community service opportunities. In some cases, a course or a club requires a community service component. Nowhere is community service currently required for graduation.

6. High schools were polled in order to get feedback from parents, students, teachers/counselors, and principals. The 700 + responses that were received slightly favored not instituting a community service requirement. Two schools indicated that they would be willing to pilot such an endeavor if the fiscal support needed would be provided by the district.

Strategic Plan Compatibility Statement

7. The recommendation under this proposal is consistent with Board Goal #1, Student Achievement, and, specifically, with Objectives #2 (School-to-Work Transition); #6 (Community Support and Involvement); and #8 (Student Involvement/Empowerment).

Statute, Board Policy or Rule Statement

8. Board Policy 9.37, "Graduation Requirements" would need to be revised to include 40 hours of community service.

Fiscal Impact Statement

9. STAFFING - To develop, coordinate, and monitor a community service requirement in each high school would require additional staffing. If the requirement included students performing services throughout their four year high school term, then a minimum of one program coordinator for every 100 students would need to be considered. (e.g. a total of approximately 22,000 MPS high school students would require approximately 220 additional staff). If the requirement included only seniors performing services during their senior year, the addition of a minimum of one staff person per high school would be necessary, at a cost of approximately $841,380.

10. TRANSPORTATION - Approximately 2/3 of high school students (14,000) would be eligible for transportation passes. If those eligible accessed transportation support (@ $20./student, we could expect to add at least $280,000, to the budget to assure transportation coverage.

11. LIABILITY - The district is self-insured for the majority of types of exposure to risks that can be anticipated in a community service requirement for our students. Liability is a factor, however, and has direct fiscal impact to the district. Thus, it is important that activities and programs in which our students would serve would need to be reviewed from a risk management standpoint to ensure the safety of our students and minimize the district's exposure to risk. Guidelines would have to be established with the cooperation of the Division of Insurance and Risk Management Services.

Implementation and Assessment Plan

12. An implementation plan would be developed at the building level. Site consideration would be given to such aspects as inclusion of community service opportunities through established courses and

school organizations, links with partners, connections with school to work initiatives, and pragmatic linkages within respective school neighborhoods.

13. Each program coordinator would need to document all information for his/her cohort of students. (e.g. sites, type of work, a log of hours, etc.) Records would be kept at the school level. Record keeping would include a system through which the coordinator could indicate for each student the semester in which they had completed the graduation requirement. The documentation would need to be available to administrators, counselors, parents and students upon request.

Superintendent's recommendations

1. That each high school review the community service opportunities currently offered within the school for scope and diversity.

2. That community service be a component of School-To-Work programs within schools rather than as an independent graduation requirement.

Director Gardner moved to amend the Superintendent's recommendations by adding a thrid part as follows:

3. That each high school be authorized to require forty hours of community service work as a requirement for graduation and/or as a basis for course credits.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Braun moved to add the item to item 5 for public hearing.

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

Ayes—9; Noes—0.

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Director Small moved that the Board return to the Committee of the Whole for the purpose of giving public hearing on item 5.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:45 PM.

The Board rose from the Committee of the Whole at 9:23 PM.

(Item 5) Report and Action on Recommendation Regarding a Resolution by President Bills and Directors Fisher, O'Neil and Sinicki Directing the Administration to Propose Higher Graduation Standards for the Board's Action

Administration's Analysis

1. At its meeting on September 20, 1995, the following resolution by President Bills and Directors O'Neil and Sinicki was adopted:

WHEREAS, It is the firm belief of the Milwaukee board of School Directors that all children can learn at the highest level; and

WHEREAS, Every member of the community has a role to play in developing our children to the 21st century standards of academic, social and ethical development, and

WHEREAS, Children are not underdeveloped because they want to be, but rather because they have been allowed to be; and

WHEREAS, The establishment of high standards is critical to preparing children to face the challenges of the 21st century; and

WHEREAS, An objective of the Board is to ensure that children graduate from high school with a solid set of academic skills that will enable them to build quality lives; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the administration to propose for the Board's consideration higher standards for graduation from high school, such as the following:

1) Mastery of Calculus or its equivalent;
2) Mastery of a second language;
3) Mastery of written and spoken expression of the English language; and
4) Participation in at least one sport or extra-curricular activity; and be it

FURTHER RESOLVED, That the administration report on its proposed standards by the December 20, 1995, meeting of the Board; and be it

FURTHER RESOLVED, That after review by the Board, the Committee on Innovation/School Reform seek public input on the proposed standards; and be it

FURTHER RESOLVED, That the Committee on Innovation/School Reform report its results to the Board in time for the Board to act on the standards no later than its regular April 1996, meeting, so that the standards can become effective, beginning with the sixth grade class of 1996-97.

2. The administration is proposing three new requirements for graduation. The requirements are an outgrowth of the K-12 Teaching and Learning Goals. The purpose of the requirements is to set standards so high and so clear that they serve to mobilize the entire Milwaukee Public Schools — staff, students, and parents — and the larger community. The standards we have historically set for the highest achieving students (in the Milwaukee Public and across the nation) become the standards for all Milwaukee Public School students.

3. Students will be expected to demonstrate high level proficiency in three areas:

Mathematical Reasoning

- Students will demonstrate proficiency equivalent to four (4) years of advanced course work in mathematics beyond Algebra 1. Students will be expected to show proficiency in first year algebra by the end of eighth grade.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting, and defending a literate, cogent, well argued research paper of significant length (e.g., 20-25 pages).

Community Membership

- Students will demonstrate the capacity to analyze a social issue from multiple points of view and to interact as a constructive member of a team through a group project which benefits the community.

4. The administration recommends that these requirements apply to students beginning with the fifth grade class of 1996-97. This is the class of 2004. Focusing on this class will reinforce the role elementary schools have in preparing students for the standards and will give middle schools one year to prepare for the full implementation of the requirements. While the standards become graduation requirements for this class, schools at all levels are expected to begin implementation of the standards immediately, and accountability and reporting systems will be modified through a participatory process to allow us to monitor our annual progress on the standards.

5. The standards are not intended to capture the sum-total of our expectations for students, but rather to focus the efforts of the district. Areas as science, foreign language, and the arts can be addressed through the core standards and may be added as separate requirements at a later date.

Strategic Plan Compatibility Statement

6. The requirements are a natural next step in the implementation of the Board goals of achievement and equity as reflected in the K-12 Teaching and Learning Reform and School to Work. This is seen in the following ways:

- The standards are concrete measurable indicators of our students' progress toward the K-12 goals.
- The standards are rigorous and reflect the high level of problem solving skills students need to succeed in careers and lifelong education.
- The Milwaukee Public Schools is committing itself to ensuring that all students achieve these high standards.
- Students will be expected to demonstrate proficiency in the standards according to criteria set district-wide and comparable to the highest national standards. This frees schools in a system of schools to organize curriculum and instruction in a variety of ways (block scheduling, departures from Carnegie units, integrated instruction, etc.) as long as their students meet the standards.

Statute, Board Policy or Rule Statement

7. Board policy 9.38 (File ILA), *Assessment Program*, may need to be modified in order to align assessment with the standards.

Fiscal Impact Statement

8. The administration proposes to allocate $500,000 for the first year implementation of the standards. Since it is proposed that the standards would significantly drive the district's expenditures, budgetary details will be presented in the context of the administration's FY97 budget and the administration's response to the Board's resolution on system wide staff development.

Implementation and Assessment Plan

9. The administration supports the resolution that public input be sought regarding these proposed standards.

10. Following direction from the Board, the administration will prepare a plan for communicating the standards to parents and students. The administration will seek broad involvement from school staff and the public in the implementation planning process.

11. The requirement will begin with the class of 2004.

Superintendent’s recommendation

That the Board adopt the following standards, effective with the class of 2004:

Mathematical Reasoning

- Students will demonstrate proficiency equivalent to four (4) years of advanced course work in mathematics beyond Algebra 1. Students will be expected to show proficiency in first year algebra by the end of eighth grade.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting, and defending a literate, cogent, well argued research paper of significant length (e.g., 20-25 pages).

Community Membership

- Students will demonstrate the capacity to analyze a social issue from multiple points of view and to interact as a constructive member of a team through a group project which benefits the community.

Director Johnson moved to adopt the standards proposed by the Superintendent.

Director Braun moved to amend the motion to apply the original timetable in the resolution to the Superintendent's proposed standards as follows, with the word "April" replaced by the word "March." and with the word "sixth" replaced by the word "fifth":

FURTHER RESOLVED, That after review by the Board, the Committee on Innovation/School Reform seek public input on the proposed standards; and be it

FURTHER RESOLVED, That the Committee on Innovation/School Reform report its results to the Board in time for the Board to act on the standards no later than its regular ~~April~~ March 1996 meeting, so that the standards can become effective, beginning with the ~~sixth~~ fifth grade class of 1996-97.

The motion prevailed, the vote being as follows:

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

Noes—President Bills—1.

Director Gardner moved to amend the proposed standard for mathematical reasoning by deleting the words "proficiency equivalent to four years of advanced course work in mathematics beyond Algebra 1," and inserting the words "mastery of calculus, computer assisted design, probability and statistics, computer programming, or other demonstrations of mathematical proficiency equivalent to four years of study beyond Algebra 1."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Johnson moved to amend the motion to provide that each of the standards and the supporting curriculum clearly identify course work and bench mark levels of proficiency at each grade level or a span not to exceed two years.

The amendment was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, Johnson, O'Neil and Todd—5.

Noes—Directors Braun, Sinicki, Small and President Bills—4.

Director Gardner moved to amend the proposed standard on communication by deleting the words “a literate, cogent, well-argued research paper of significant length (e. g., 20-25 pages)” and inserting the words “a clearly reasoned, persuasively argued thesis.”

The amendment was adopted, the vote being as follows:

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

Noes—None.

Tempararily absent—Director Johnson—1.

Director Gardner moved to amend the proposed standard on community membership by deleting the words “to analyze a social issue from multiple points of view” and to insert the words “to write and speak clearly about a social issue in a manner that demonstrates the ability to understand and analyze different interests, biases, constituencies, heritages, values, beliefs and theories.”

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Gardner moved to amend the proposed standard on community membership by deleting the words “and to interact as a constructive member of a team through a group project which benefits the community” and inserting the words “Written and spoken analysis shall be based, in part, on collaborative community service projects, in which students work in groups, to plan, design, implement, and evaluate positive, enduring transformations in the institutions that govern the lives of themselves and their communities.”

The amendment was adopted, the vote being as follows:

Ayes—Directors, Fisher, Gardner, Johnson, O’Neil, Sinicki, Todd and President Bills—7.

Noes—Directors Braun and Small—2.

The question was now on the motion that the Board adopt the following proposed standards as amended, effective with the class of 2004, with the provision that:

1. The Committee on Innovation/School Reform seek public input on the proposed standards; and
2. That the Committee on Innovation/School Reform report its results to the Board in time for the Board to act on the standards no later than its regular March 1996

meeting, so that the standards can become effective, beginning with the fifth grade class of 1996-97; and

3. That each of the standards and the supporting curriculum clearly identify course work and bench mark levels of proficiency at each grade level or a span not to exceed two years.

Mathematical Reasoning

- Students will demonstrate mastery of calculus, computer assisted design, probability and statistics, computer programming, or other demonstrations of mathematical proficiency equivalent to four years of study beyond Algebra 1. Students will be expected to show proficiency in first year algebra by the end of eighth grade.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting, and defending a clearly reasoned, persuasively argued thesis.

Community Membership

- Students will demonstrate the capacity to write and speak clearly about a social issue in a manner that demonstrates the ability to understand and analyze different interests, biases, constituencies, heritages, values, beliefs and theories. Written and spoken analysis shall be based, in part, on collaborative community service projects, in which students work in groups, to plan, design, implement, and evaluate positive, enduring transformations in the institutions that govern the lives of themselves and their communities.

The motion was adopted, the vote being as follows:

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

Noes—None.

* * * * *

(Item 6) Action on the Superintendent's Response to Recommendations 3, 4, 6 and 7 of the Student Assignment Audit

Administration's Analysis

1. At the November 29, 1995 School Board meeting, the administration was asked to further clarify its position regarding Recommendations 3, 4, 6, and # in Audit #603. Specifically, the Board requested the administration to determine if improved computer technology could eliminate the need for the additional funds requested, and to report on a selection process with an without a Spring Complementary process. Recommendations 3, 6, and 7 will be addressed first, as they involve the potential of additional staffing resources. Recommendation 4 deals with the Spring Complementary process.

2. Recommendation 3

District administration annually should provide the Board of School Directors at its September meeting on the number of students added to waiting lists at all grade levels for all schools required to use waiting lists to fill vacant seats. The report would indicate the extent to which students placed on waiting lists during the random assignments process were eventually accepted into their first choice school.

The administration concurs with this recommendation. The administration has the ability via computer technology to provide the Board with the reports indicated in Recommendation 3. The reports will include the number of students added to the wait lists by school, grade level and program from the conclusion of the random assignment process through the Third Friday of September. The number of

students placed on wait lists during the random assignment process who are eventually accepted into their first choice school will also be provided.

It should be noted that these reports have the potential to become quite voluminous which could limit their usefulness. The accuracy of the reports is dependent on each local school's commitment to add new students to the computer wait list files.

3. Recommendation 6

District administration should evaluate the need to ensure equitable access to all schools for all children through implementation of standard procedures against the need to decentralize authority for school assignments and implement procedures accordingly.

The administration concurs with this recommendation. Standard procedures are distributed to each school. However, the implementation of these procedures is left to the schools. The audit identified a few instances where schools did not follow procedures exactly. They may have done so for a variety of reasons, including humanitarian.

4. Recommendation 7

District administration should prepare written procedures that schools must use to ensure equitable assignment of students to schools. Schools should be required to use these procedures during the 1996-97 school assignment process. District administration should monitor the appropriate use of the procedures by schools when making assignments.

The administration concurs with this recommendation. The administration has always provided schools with written student assignment procedures for the purpose of ensuring the equitable assignment of student to schools. These procedures are reviewed annually and modified as needed. The administration routinely conducts in-service sessions for school staff on the student assignment procedures.

The audit shows that with few exceptions, schools do follow the wait list procedures. Schools need the flexibility to respond to individual cases. The Department of Parent and Student Services will conduct periodic reviews to ensure procedures are followed. Current staffing levels are adequate to support this level of monitoring. The administration would welcome any assistance the Audit Services staff could provide in establishing sampling methods and procedures.

5. Recommendation 4

District administration should eliminate the Spring Complementary process to allow for use of waiting lists by all MPS schools and programs, including city-wide specialty schools and both specialty and regular education programs at neighborhood schools.

The administration does not concur with this recommendation. The recommendation to eliminate the Spring Complementary process was based on the concern that students who participated in the Three Choice Selection process and were placed on a wait list, could be displaced by a student who participated in the Spring Complementary process. This scenario is unlikely for the following reasons:

1. Wait lists will be generated for all schools that have more applicants than seats available. If a wait list is produced during the Three Choice Selection process, no seats for that school and grade would be made available during the Spring Complementary process. Therefore, no students could be assigned to that school at that grade level.

2. Seats are only made available for the Spring Complementary process if there are no more students on a wait list. Schools will select students on wait lists as seats become available.

6. The Board directed the administration to "report back to the Board on the projected difference in assignments and enrollments with and without the complementary spring assignment process." The audit reported that wait lists for non city-wide schools are generated after the Three-choice process, transmitted to schools, and maintained at the school site. Accurate information regarding wait lists for non city-wide schools is not available. However, data on city-wide wait lists is available, and is used in the following analysis.

7. For the 1995-96 school year, 2,273 students were placed on entry grade wait lists for city-wide schools. As of October 6, 1995, 375 or 16.5% were subsequently accepted. For the 1995-96 Spring

Complementary process, roughly 4,000 students made selections and were assigned to schools. Without the Spring process, these students would remain on wait lists, of which 16.5% or 660 would ultimately receive their school assignment. The other 3,340 would have to be assigned during the summer.

8. It should be noted that for many students their wait list number is so high that there is little chance that they will be selected. Options for parents become increasingly limited during summer registration, as schools fill their seats. The Spring Complementary process gives parents another chance, albeit more limited, in selecting a school.

Recommendation

That the Board determine what action it wishes to take with respect to the Superintendent's response to Audit Recommendations 3, 4, 6 and 7.

Director Small moved to accept the Superintendent's response.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

UNFINISHED BUSINESS

(Item A) Action on Recommendations to Establish Parameters for Negotiations Regarding Charter Schools

Administration's Analysis

1. The Board of School Directors received nine proposals and one petition for charter schools and gave hearing to interested parties on January 8, 9 and 16, 1996.

2. At the meeting on January 9, 1996, the Board asked the administration to provide information on a number of questions and concerns. The administration has organized the questions into the following sections:

- Process
- Student Enrollment
- Program and Standards
- Facilities
- Staffing and Wages
- Funding Guidelines

3. In developing the parameters for charter schools, the administration considered the following:

- Per pupil costs have been calculated as averages and are presented for planning purposes.
- All contractual negotiations are subject to approval by the Board and review by the Office of the City Attorney.
- It is imperative at all times to protect the rights of the students in the district.
- Under any funding arrangement, the district would be required to remain within revenue caps.
- In addition to complying with charter school legislation, any charters would be required to comply with state and federal employment laws and other laws as applicable.
- The Board would have to decide whether a charter school must be an instrumentality of the district.

4. The following information is provided in response to the questions of Board members. **Information in bold face type was added on January 29, 1996, at the recommendation of the Office of the City Attorney.**

Process for Submitting a Charter School Proposal

1. When do we accept charter school proposals and petitions?

Although the law is silent on this issue, the administration believes that charter school proposals and petitions may be accepted at any time throughout the year.

However, proposals received after October 15 of any given year may not allow sufficient time for a smooth start-up the following school year.

A charter school petition requires the signature of at least 10% of the teachers employed by the district or by at least 50% of the teachers employed at one school. Within 30 days after receiving a petition, the Board shall hold a public hearing, and shall either grant or deny the petition within 30 days after the public hearing. If denied, the persons seeking to establish the charter school, may, within 30 days after the denial, appeal the denial to the Department of Public Instruction. The department shall issue a decision within 30 days after receiving the appeal.

2. What is our policy regarding the establishing agent? Shall it be a nonprofit, for profit, have a proven record of past educational experience?

The charter school legislation does not address nonprofit or for profit status, other than to prohibit the charter school from charging tuition. The main reason for the district to pursue a charter contract school is the value that the charter school could add to the district in terms of meeting the district's needs and goals, such as providing additional seats in over-subscribed programs or offering a particularly unique program.

Our determination regarding whether to pursue a charter contract will not be based on whether an entity is for profit or nonprofit.

3. When is a school a charter school? a partnership school? or an alternative school? Can they be a combination?

The difference between the three types of schools is mainly related to governance, form, funding and students, as illustrated in the following chart:

	Charter School	Partnership School	Alternative School
Governance:	May or may not be an "instrumentality" of the district.	Is not an instrumentality of the district; and is subject to a contract with MPS.	Is an MPS school, subject to all aspects of instrumentality.
Form:	Entire school or school within a school	Contracted seats	Entire school or school within a school

	Charter School	Partnership School	Alternative School
Funding:	A base amount is provided. Options are negotiated for each school depending on services desired or needed.	Per pupil (minimum 80%) allocation is controlled by the contract with the Board of School Directors for partnership schools.	Per pupil allocation is the same as other MPS schools at their level.
Students Served:	General population. (Legislation allows for general population or target population).	Currently at-risk students; could be for regular education at a negotiated price under State statute 119.235.	At-risk or special needs students

3. What is the length of a charter school contract? Can it be extended? How can an ineffective charter school be dismantled?

The charter school law indicates a contract may be for any term not exceeding 5 school years and may be renewed for one or more terms not exceeding 5 school years.

The legislation indicates that a charter can be revoked if any of the following occurred:

- The charter school violates its contract.
- The pupils enrolled fail to make sufficient progress toward attaining the educational goals under s. 118.01.
- The charter school failed to comply with generally accepted accounting standards of fiscal management.
- **The charter school violates sec. 118.40, the charter school law.**

STUDENT ENROLLMENT

4. What is our policy regarding admission requirements, inclusion, retention, and exceptional education? What is our policy on charter schools being able to deny or expel students? What is our policy regarding reentry into the traditional MPS system?

Will the enrollment of charter schools reflect the racial/ethnic balance of the district population?

What is our policy regarding health and safety standards?

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

Charter schools under contract with MPS should abide by all policies and guidelines for admissions. Specifically, charter schools shall participate in the MPS Three-Choice Selection System and shall follow the requirements of such system as prescribed by MPS for the assignment of children to the

charter school. **Section 118.40 (4) (a) (1), Stats., provides: "If the charter school replaces a public school in whole or in part, give preference in admission to any pupil who resides within the attendance are or former attendance area of that public school."**

MPS charter schools would be expected to serve the general student population including exceptional education students and at-risk students. Charter schools may not impose entrance requirements. Prerequisites for admission beyond entry level grades consistent with those already operating within MPS (e.g. Language immersion, Montessori) may be negotiated as part of the agreement.

Charter schools should follow MPS policy and procedures concerning student expulsions. Charter schools should be able to establish their own disciplinary guidelines; however, expulsions should adhere to Board policy and be approved by the Board.

Students should be able to re-enter MPS using the student assignment process at any time with the exception of expelled students. Charter schools must adhere to all state laws and Board policies with regard to health and safety standards.

Finally, students in MPS contracted Charter schools must be included on the MPS student data base. As part of any contract, student record data must be complete and accurate. **Charter schools will be required to maintain confidential pupil records, in accordance with the state pupil records law, sec. 118.125, Stats., and the federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g.**

PROGRAM AND STANDARDS

5. What is our policy regarding program description? What level of detail shall we make a decision on relative to the curriculum, the instruction, the application of technology, School-to Work, K-12, etc.

What educational goals would be acceptable, i.e. improvement goals versus grade level goals, portfolio, non-graded, etc.

What is our policy regarding accountability, student assessment, standardized tests, program assessment?

What is our policy regarding a charter school adhering to DPI/Department of Education requirements?

How will the charter school fit into the context of our district reform efforts? Will the program address our needs?

The charter school legislation requires that the proposal include specificity about the educational program, including

- a description of the program.
- the methods the school will use to enable pupils to attain the educational goals under s. 118.01 (the 20 Educational Standards).
- the method by which pupil progress in attaining the state educational goals will be measured.

In addition, MPS should require that the charter school address the *K-12 Teaching and Learning Principles, Goals* and Standards using *School-To-Work* as the vehicle for implementation of the K-12 Goals.

The charter school would be expected to address the MPS Accountability Plan, which includes the state-required assessments. Expected progress and any additional indicators of accountability as well as consequences will be specified in each contract.

FACILITIES

6. What is our policy relative to the use of or acquisition of building/facilities? Do we include capital cost in our allocation of funding to charter schools?

What is our policy relative to utilizing existing MPS space, leasing space, purchasing of existing buildings, etc.?

What is our policy on capital needs and development for charter school facilities? What is our policy regarding a charter school's capital reserves/replacement for equipment and repairs?

MPS would not include capital costs in our allocation of funding to charter schools.

Our position would be to first look at utilizing existing space. MPS would consider leasing space to a non-MPS charter school if available depending upon the benefit to the district. If the charter school would choose to lease or purchase non-MPS space, they would have to consider the costs within their negotiated funding allocation.

MPS will not be responsible for major repair, remodeling and capital projects for buildings which are non-MPS buildings.

STAFFING AND WAGES

7. What is our position on union labor certification for staff?

What is our policy relative to whether charter school programs include MPS standards on wages and benefits? What is our policy regarding the charter school's competitive salary rates?

What is our policy regarding staffing at the charter schools? Shall it be certified, non-certified? How do they qualify their teaching staff?

Will staff members be allowed to have flexible certification? charter certification?

The Board may decide to designate a charter school as an instrumentality of the school district. If a charter school is an instrumentality of the school district, charter school employees would be employees of the district and therefore would be represented by existing union contracts. The administration is seeking a clarification of all the implications of designating a charter school as an instrumentality.

If a charter school is not an instrumentality of the school district, the administration believes these employees would have the right to organize for collective bargaining purposes. The administration is seeking advice from the City Attorney as to the specific rights of these employees.

MPS would encourage competitive salary rates; however, that is an issue which needs to be negotiated in the contract with the charter school.

The staffing ratio and the wages of the teachers will be established by the charter school's administration in concert with their school's budget and contract with MPS as appropriate. Teachers in a school designated as a charter school by the School Board are required to hold teacher certification or be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction.

There is a provision that allows a teacher who has certification in a specific area to request a charter school license which would allow this teacher to be eligible to teach any area in grades kindergarten through grade twelve. This is the one unique aspect of the teacher certification for staff members in a charter school.

GOVERNANCE

8. What is our policy about how much autonomy the charter school will enjoy? What is our policy regarding the administration of the charter school?

What is our policy regarding the governance board composition? How will members be elected? What is the makeup of parents on those boards?

The charter school legislation appears to provide for autonomy for non-MPS charter schools.

The administrative structure of a charter school must be a part of the school's educational plan and approved by the Board. Flexibility in the administrative structure should be encouraged.

The School Governance Council should be composed of parents, teachers, administrators, other staff, students, and community members. Parents should make up the majority of the council. All members of the School Governance Council should be elected based on the charter school's by-laws.

FINANCE AND FUNDING

9. What is our policy on funding charter schools, i.e. do we fund them at 80, 90, 100% or some other ratio of per pupil cost?

A recommendation for calculating financial support for charter schools is attached.

10. What is our policy regarding financial monitoring?

For current MPS schools or programs becoming MPS charter schools, the Department of Finance will continue to provide fiscal oversight services. For non-MPS charter schools, adequate financial monitoring would require:

- Annual filing of an informational budget covering all expenditures, in a format to be determined by the district;
- Periodic filing of amendments to the informational budget (within 30 days from the approval of an amendment);
- Annual cashflow forecast (by month), in a format to be determined by the district;
- Quarterly cash flow forecast (by month) showing actuals and revised estimates, as appropriate;
- Quarterly unaudited budget to actual reports, including projections to fiscal year end, and management comments, as appropriate, to explain unusual events or transactions;
- Annual audited (GAAP Basis) financial statements, with accompanying notes to the financial statements; and, any other financial/operating report required by regulatory;
- A mid-year unaudited balance sheet (of assets, liabilities, and equity);
- A schedule of outstanding long-term debt (with a payback of greater than one year), with a complete description of the nature and terms of each debt;
- Periodic filing of amendments to the schedule of outstanding long-term debt (within 30 days from the of incurrence);
- All financial records must be retained in compliance with state and federal laws.

For non-MPS charter schools, the district should reserve the right to audit financial records up to three years after the close of the charter school's fiscal year. Non-MPS charter schools may not pledge contract revenue as security for long-term debt ***without the prior written approval of the Board of School Directors***.

11. Is it a cost effective policy to have all charter schools hire accounting firms, auditing firms, attorneys, and legal council when the city of Milwaukee provides that service free to the school district?

Legal Services: Since the relationship between the *non-MPS* charter schools and the school district is a contractual one, the district should proactively take measures to protect itself in the event it is sued by a *non-MPS* charter school for breach of contract. A potential conflict of interest could arise for the City Attorney should legal services be provided to a charter school that is not an instrumentality of the district. A non-MPS charter school should solicit bids for legal services to reduce costs. An internal MPS charter school should have access to the City Attorney via the Office of the Superintendent.

Accounting and Audit Services: External audit services are not free to the district. A fee specified by contract is paid to Deloitte & Touche, the district's current external auditor, for an annual financial audit and a membership audit. A non-MPS charter school should solicit bids for audit services. A cost reduction option for a non-MPS charter school would be to join MPS when it solicits for audit services.

Opportunities for Cost Reduction: The district will share policy and procedures manuals to reduce development costs incurred by charter schools.

12. What is our policy regarding the percentage of the charter school budget that goes for instruction versus administration, safety, accounting, etc.

It is generally expected that a non-MPS charter school would spend, on a percentage basis, for instruction and instructional support (as defined by the district) no less than the district average, as reported in the most recent adopted budget (with FY97 serving as the base year). This, however, is contingent on the educational plan and the negotiated contract.

13. What is our policy regarding charter schools buying back services from MPS and MPS having to house those additional services, whether the charter school buys them back or not?

The district's funding guidelines contain a breakout of itemized central services on a per pupil basis. A charter school's negotiated per pupil funding, in compliance with charter school funding policy/guidelines, will determined which services are provided by the district. A non-MPS charter school is likely to (have a full range of) administrative services already in place. Should a non-MPS charter school wish to have the district perform some of those administrative services, MPS can provide those services on a negotiated cost recovery basis. The district is expected to recover ***all*** costs incurred in providing those services.

14. What is our policy regarding MPS's internal staffing for supportive services in order to allow for charter school buy back?

Services purchased by non-MPS charter schools should be identified in the contract. Staffing for supportive services should be based on anticipated demand for those services. The full cost of those supportive services should be paid by the consumers of those services, i.e. both MPS and non-MPS schools. Service charges assessed both MPS and non-MPS schools should be based on a cost recovery basis. Should the services provided non-MPS school affect staffing levels, a multi-year operating budget for the applicable services is recommended to better manage fluctuation in external funding. The district should obtain long-term, written commitments from the non-MPS schools.

Strategic Plan Compatibility Statement

5. The Strategic Plan for Milwaukee Public Schools includes three major goal areas: Academic Achievement, Equity, and Fiscal Responsibility. Within this framework, the Board of School Directors may choose to enter into a contract with one or more charter schools in order to further its goals.

Statute, Board Policy or Rule Statement

6. Wisconsin legislation on charter schools (118.40) empowers a school board to grant charters to operate schools. The same law allows a school or schools to request to become a charter school by written petition signed by at least 10% of the teachers in the district or by at least 50% of the teachers at one school.

7. Regarding instrumentality, the Office of the City Attorney reviewed the legislative history of sec. 118.40(7), Stats., and concluded that the Wisconsin legislature intended that when a charter school constitutes an instrumentality of a school district, that charter school's employees will be employees of the school district. Charter schools which are instrumentalities of MPS must comply with all state and federal employment laws, as well as all other laws with which MPS must comply.

Employees employed by a charter school that is not an instrumentality of MPS would not be affected by the Municipal Employment Relations Act (MERA), but would have the benefit of other state and federal statutes that generally provide employees in the private sector with the right of self-organization. The Office of the City Attorney notes, however, that any such collective bargaining rights these employees would have, however, would be with respect to the charter school as an employer, and not with respect to MPS. Charter schools which are not instrumentalities of MPS will be subject to all of the provisions of state or federal laws applicable to employees in the private sector.

Fiscal Impact Statement

8. The funding level would be negotiated with the charter school. The charter school contract would include the manner in which annual audits of the financial and programmatic operations of the school will be performed.

Implementation and Assessment Plan

9. The charter school would be held accountable to the same standards as MPS schools, including the MPS Accountability Plan. Charter schools will be required to include a process for evaluating the effectiveness of their educational program.

Recommendation

The administration recommends that the Board adopt the following policies related to charter schools:

CHARTER SCHOOLS

Charter school proposals/petitions must conform to all of the requirements specified in Wisconsin state statute 118.40 Charter Schools. **Charter school proposals/petitions which do not conform to all statutory requirements may be rejected on that basis alone.**

PROCESS:

Charter school proposals may be submitted at any time. However, in order to be implemented in the following school year, charter proposals must be received by October 15. The district will pursue a charter contract with a non-MPS school only in cases where the charter school could add value to the district in terms of meeting the district's needs and goals.

STUDENT ENROLLMENT:

Charter schools will abide by all MPS policies and guidelines for admissions.

MPS charter schools will be expected to serve the general student population including exceptional education students **and students with disabilities**. Charter schools may not impose entrance requirements.

Charter schools may establish their own disciplinary guidelines; however, charter schools must follow MPS policy and procedures concerning student expulsions.

Students are able to re-enter MPS at any time with the exception of expelled students. Charter schools must adhere to all state laws and board policies with regard to health and safety standards.

Students in charter schools must be included on the MPS student data base. As part of any contract, student record data must be complete and accurate. **Charter schools will be required to maintain confidential pupil records, in accordance with the state pupil records law, sec. 118.125, Stats., and the federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g.**

PROGRAM AND STANDARDS

The charter school legislation requires that the proposal include specificity about educational program, including

- a description of the educational program.
- the methods the school will use to enable pupils to attain the educational goals under s. 118.01 (the 20 Educational Standards).
- the method by which pupil progress in attaining the state educational goals will be measured.

In addition, MPS requires that the charter school address the *K-12 Teaching and Learning Principles, Goals and Standards* using *School to Work* as the vehicle for implementation of the K-12 Goals. The charter school is expected to address the *MPS Accountability Plan*, which includes state-required assessments.

The proposal must also include a process for evaluating the effectiveness of the charter school program.

FACILITIES

MPS would look at utilizing existing space, but would consider leasing space to a charter school depending upon the benefit to the district. If the charter school would choose to lease or purchase non-MPS space, they would have to consider the costs within their negotiated funding allocation. The Board will specify the amount of liability insurance required for charter schools.

EMPLOYMENT LAWS

Charter schools will be required to comply with all state and federal employment laws, as applicable.

STAFFING AND WAGES

Teachers in a school designated as a charter school by the Board of School Directors are required to hold teacher certification or be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction. There is a provision that allows a teacher who has certification in a specific area to request a charter school license which would allow this teacher to be eligible to teach any area in kindergarten through grade twelve. The staffing ratio and the wages of the teachers will be established by the charter school's administration in concert with their school's budget and contract with MPS as appropriate.

GOVERNANCE

The School governance Council will be composed of parents, teachers, administrators, other staff, students, and community members. Parents will make up the majority of the council. All members of the School Governance Council will be elected.

FINANCE AND FUNDING:

The methodology for calculating financial support for charter schools developed by the Department of Financial Services will be utilized in negotiating with the charter school.

Director Braun moved to adopt the Superintendent's recommended charter school parameters.

Director Gardner moved the following amendments:

Amendment 1 Re: Process for submitting a charter school proposal:

Add sentence to number 1., paragraph 1 as follows: "Effective March 1, 1996, any proposals submitted after October 15 will not be considered for the following school year."

Amendment 2 Re: Facilities:

In paragraph 2, insert at the end of the first sentence, "...within current MPS facilities or within facilities already owned by an organization that already operates a school.", so

that the entire sentence reads, "Our position would be to first look at utilizing existing space within current MPS facilities or within facilities already owned by an organization that already operates a school."

Amendment 3 Re: Staffing and wages:

Add as paragraph 5:

All charter schools, and contractors of direct services to charter schools, are expected to adhere to minimum hourly wage and health insurance standards established by MPS for MPS employees and employees of contractors who provide direct services to MPS.

Amendment 4 Re: Finance and funding: Accounting and Audit Services:

Add the phrase "or CESA #1" to the final sentence, so that the entire sentence reads, "A cost reduction option for a non-MPS charter school would be to join MPS or CESA #1 when it solicits for [sic] audit services."

Amendment 5 Re: Finance and funding: Opportunities for Cost Reduction:

Add as final sentence to the paragraph regarding 13.

Prior to negotiations regarding all MPS services available to charter schools, MPS will provide a per-unit or average cost consistent with MPS costs for all MPS schools for such services. Unit or average costs may change from year to year, and may be renegotiated annually at the request of either MPS or the charter school.

Amendment 6 Re: Implementation and assessment plan:

Delete in the first sentence the words "the same standards", and insert the words "standards at least as rigorous", so that the entire sentence reads, "The charter school would be held accountable to standards at least as rigorous as MPS schools."

Amendment 7 Administration recommendation:

That the language in the administration recommendation be amended to incorporate amendments approved by the MPS Board of School Directors.

Director Fisher moved to postpone action until February 14, 1996.

Director Gardner requested permission to withdraw his amendments.

There being no objection, the request was granted.

Director Fisher requested permission to withdraw his motion to postpone until February 14, 1996.

There being no objection, the request was granted.

Director Johnson moved to postpone action until February 7, 1996.

The motion to postpone until February 7, 1996 prevailed, the vote being as follows:

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

Noes—Directors Gardner and Todd—2.

* * * * *

NEW BUSINESS

(Item A) Motion to Rescind the Legislative Proposal for Charter Schools Adopted by the Board on January 29, 1992. (Director Sinicki gave notice at the January 24, 1996, Board meeting that she would move to rescind at the January 31, 1996 Board meeting.)

Director Sinicki has given notice that she will move to rescind the Board's action of January 29, 1992, adopting a legislative proposal regarding charter schools if the Board adopts new charter school policies. The proposal the Board adopted on January 29, 1992, is as follows:

BE IT RESOLVED: That the Board approve the following legislative proposal for submission to the Governor and the Legislature for the January legislative session with the understanding that it may be modified based on discussions with the MTEA and the Administrators and Supervisors Council:

Authorize the Milwaukee Board of School Directors to establish not more than 10 charter schools by contracting with groups or individuals to operate said schools. Every contract to operate a charter school must include: (1) specific academic outcomes by which the school will be measured; (2) a plan for staffing, governance, administration and parent involvement at the school; (3) a financial plan, including provisions for financial audit, liability insurance and other insurances required by the Board; (4) provisions for timely notice, liquidation of assets and assumption of obligations in event of termination; and (5) provisions for periodic and annual reports to the Board.

Each charter school shall: (1) provide an educational program that is innovative, an alternative to, or otherwise different from, programs available at any MPS-operated school; (2) provide the contracted programs free and without charge for tuition; (3) comply with applicable state laws on pupil records, pupil discrimination and all health and safety laws and rules that apply to public schools; (4) comply with all applicable federal laws on confidentiality of pupil records; drug abuse education; and discrimination based on race, color, national origin, sex, age, or handicapping condition; and (5) be nonsectarian in its programs, admission policies, employment practices and all other operations.

If an existing MPS-operated school were to become a charter school, then staffing of the charter school would be from qualified applicants previously at the MPS-operated school, and from other qualified applicants, without regard to seniority of tenure.

Existing schools cannot be candidates for a charter school unless (1) the school already has been designated as a failing school per the Milwaukee Board of School Directors criteria or (2) the majority of parents and staff agree upon the charter program.

A charter school's contract may be terminated for failure to meet academic outcomes, violation of state or federal law, failure to abide by MPS Board policy and/or failure to meet generally accepted standards of fiscal management.

Pupils attending a charter school shall be enrolled at MPS and treated as MPS pupils for state aid, school selection, transportation and general administrative purposes. MPS may grant leave to any employee who will work at a charter school.

Director Sinicki moved to postpone action until February 7, 1996.

The motion to postpone until February 7, 1996 prevailed, the vote being as follows:

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

Noes—None.

* * * * *

COMMUNICATIONS AND PETITIONS

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

Communication from the Milwaukee Trade and Technical High School Shared Decision Making Council Requesting a Hearing on the School Selection Process.

Referred to the Committee of the Whole.

Communication from HR Academy Submitting a Charter School Proposal.

Referred to the Committee of the Whole.

Communication from Milwaukee Rescue Mission Regarding Released Time for Religious Instruction.

Referred to the Committee of the Whole.

* * * * *

RESOLUTIONS

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.

Referred to the Committee of the Whole.

By Director Small:

WHEREAS, The Milwaukee Board of School Directors has voted to close and reconstitute ten schools; and

WHEREAS, Staff members in these schools and in the district at large have concerns about the process to be used in the reassignment of staff to and from these schools; now, therefore, be it

RESOLVED, That the Superintendent be directed to develop for Board review and approval procedures on:

1) Assignment of staff members to a school closed and reconstituted by action of the Board of School Directors;

2) Reassignment of staff members removed from a school closed and reconstituted by action of the Board of School Directors who did not seek reassignment to that school or who were not selected to return; and

3) Future staff assignments to and from closed and reconstituted schools, after the school has been reopened.

Referred to the Committee of the Whole.

The Board adjourned at 12:59 AM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 7, 1996

Special meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

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

Absent and excused—Director Sinicki—1.

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

February 6, 1996

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, February 7, 1996, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possible taking action on 1) recommendations to establish policies, procedures and parameters for charter school contracts, and 2) a motion by Director Sinicki to rescind the legislative proposal for charter schools adopted by the Board on January 29, 1992.

Nancy R. Noeske
Director

Revised Notice

UNFINISHED BUSINESS

(Item A) Action on Recommendations to Establish Parameters for Negotiations Regarding Charter Schools

Recommendation

The administration recommends that the Board adopt the following policies related to charter schools:

CHARTER SCHOOLS

Charter school proposals/petitions must conform to all of the requirements specified in Wisconsin state statute 118.40 Charter Schools. Charter school proposals/petitions which do not conform to all statutory requirements may be rejected on that basis alone.

PROCESS:

Charter school proposals may be submitted at any time. However, in order to be implemented in the following school year, charter proposals must be received by October 15. The district will pursue a charter contract with a non-MPS school only in cases where the charter school could add value to the district in terms of meeting the district's needs and goals.

STUDENT ENROLLMENT:

Charter schools will abide by all MPS policies and guidelines for admissions.

MPS charter schools will be expected to serve the general student population including exceptional education students and students with disabilities. Charter schools may not impose entrance requirements.

Charter schools may establish their own disciplinary guidelines; however, charter schools must follow MPS policy and procedures concerning student expulsions.

Students are able to re-enter MPS at any time with the exception of expelled students. Charter schools must adhere to all state laws and board policies with regard to health and safety standards.

Students in charter schools must be included on the MPS student data base. As part of any contract, student record data must be complete and accurate. Charter schools will be required to maintain confidential pupil records, in accordance with the state pupil records law, sec. 118.125, Stats., and the federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g.

PROGRAM AND STANDARDS

The charter school legislation requires that the proposal include specificity about educational program, including

- a description of the educational program.
- the methods the school will use to enable pupils to attain the educational goals under s. 118.01 (the 20 Educational Standards).
- the method by which pupil progress in attaining the state educational goals will be measured.

In addition, MPS requires that the charter school address the *K-12 Teaching and Learning Principles, Goals and Standards* using *School to Work* as the vehicle for implementation of the K-12 Goals. The charter school is expected to address the *MPS Accountability Plan*, which includes state-required assessments.

The proposal must also include a process for evaluating the effectiveness of the charter school program.

FACILITIES

MPS would look at utilizing existing space, but would consider leasing space to a charter school depending upon the benefit to the district. If the charter school would choose to lease or purchase non-MPS space, they would have to consider the costs within their negotiated funding allocation. The Board will specify the amount of liability insurance required for charter schools.

EMPLOYMENT LAWS

Charter schools will be required to comply with all state and federal employment laws, as applicable.

STAFFING AND WAGES

Teachers in a school designated as a charter school by the Board of School Directors are required to hold teacher certification or be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction. There is a provision that allows a teacher who has certification in a specific area to request a charter school license which would allow this teacher to be eligible to teach any area in kindergarten through grade twelve. The staffing ratio and the wages of the teachers will be established by the charter school's administration in concert with their school's budget and contract with MPS as appropriate.

GOVERNANCE

The School governance Council will be composed of parents, teachers, administrators, other staff, students, and community members. Parents will make up the majority of the council. All members of the School Governance Council will be elected.

FINANCE AND FUNDING:

The methodology for calculating financial support for charter schools developed by the Department of Financial Services will be utilized in negotiating with the charter school.

Director Gardner moved to substitute the following policies and parameters for charter school contracts for the pending motion to adopt the administration's recommendations.

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

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

Noes—None.

Milwaukee Board of School Directors
Section A. Policy on Charter School Proposals and Petitions

Charter school proposals and petitions shall be filed directly with the Board.
All such proposals and petitions must conform to all of the requirements specified in Wisconsin state statute **118.40 Charter schools.**
Charter school petitions shall be heard by the Board and a decision shall be rendered in accordance with the provisions contained in the above statute.
The Board is under no obligation to hear or render a decision on charter school proposals submitted under the School Board Initiative in the above statute.
Any decision on the creation of a charter school is reserved to the Board of School Directors. All contracts with charter schools shall be approved by the Board, and all decisions on instrumentality shall be made by the Board.
The Board shall determine the:

1. Criteria for the evaluation of charter school proposals;
2. Method of evaluation of charter school proposals;
3. Performance and financial auditing standards for charter schools; and
4. Annual per pupil base funding allocation for charter schools and additional costs for support services.

The administration shall develop procedures for processing charter school proposals and for developing and administering contracts for charter schools, as follows:

1. Submission of proposals and petitions;
2. Selection and enrollment of students;
3. Program standards and requirements;
4. Program accountability and evaluation;
5. Facilities use;
6. Employment laws;
7. Staffing and wages;
8. School governance;
9. Finance, funding and auditing; and
10. Revocation or termination of a charter contract.

All administrative procedures shall be submitted to the Board for approval, and once approved, they shall not be substantively changed without Board approval.

Section B. Parameters for Charter Schools

1. <u>Criteria for evaluating charter school proposals and petitions</u>:

a) The Board shall annually identify and share with the broader community, MPS criteria and program needs which might be filled, in part, by charter school proposals and petitions.
b) Charter school proposals and petitions must conform to all of the requirements specified in Wisconsin state statute 118.40 Charter Schools. Charter school proposals and petitions which do not conform to all statutory requirements may be rejected on that basis alone.

2. <u>Methods for evaluating charter school proposals and petitions</u>:

a) The Board shall appoint a review panel, effective July 1, 1996, composed of district administrators and community members to evaluate charter school proposals and petitions and make recommendations to the Board

3. Performance and financial auditing of charter schools:

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

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

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

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

4. Per Pupil Allocation for charter schools:

a) It is recommended that the Board establish a base per pupil cost of $3,962 for charter schools for 1996-97, with an additional cost for support services of up to $917 per pupil, for a total of $4,879.

Section C. Parameters to Guide the Administration in Developing Procedures for Processing Charter School Proposals and for Developing and Administering Contracts for Charter Schools

1. Submission of proposals/petitions:

a) Charter school proposals and petitions may be submitted anytime during the year. Effective March 1, 1996, those proposals and petitions received after October 15, will not be considered for start-up the following school year.

b) In accordance with state law, the Board shall either grant or deny charter school petitions within 30 days after public hearing.

c) State law does not obligate the Board to hold public hearings on charter school proposals, and the Board reserves the right to give hearing, accept or deny such proposals.

2. Selection and enrollment of students:

a) Charter schools under contract with MPS shall abide by all district policies and guidelines for student admission and expulsion from such charter schools.

b) Charter schools are expected to serve the general district-wide student population including exceptional education students and students with disabilities and may not impose entrance requirements.

c) Charter schools shall ensure that all students enrolled in such schools are recorded in the MPS student data base.

d) Charter schools shall be required to maintain confidential pupil records, in accordance with state pupil records law, sec. 118.125 Stats., and the federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g.

e) Charter schools may not discriminate in admission or deny participation in any program or activity on the basis of a person's sex, race, religion, national origin, ancestry, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

f) If a charter school replaces a public school in whole or in part, preference in admission shall be given to any pupil who resides within the attendance area or former attendance area of that public school.

3. Program standards and requirements:

a) Charter school proposals and petitions shall detail the proposed educational program, curriculum and teaching methods employed to attain the goals under section 118.01 of the state statutes.

b) Charter school educational programs must address the *MPS K-12 Teaching and Learning Principles, Goals and Standards*. using *School to Work* as the vehicle for implementation of the K-12 Goals.

c) These standards and requirements shall be detailed in the charter school contract.

4. Program accountability and performance measures:

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

b) These learning goals and performance measures should connect directly to the MPS Accountability Plan and be detailed in the charter school contract.

c) Charter schools shall be held accountable to standards at least as rigorous as MPS schools.

5. Facilities use:

a) Charter schools shall assume full responsibility for the cost of providing and maintaining facilities.

b) MPS may consider sale or lease of its facilities for charter school use, with the cost determined by contract.

c) Charter schools shall consider, as a first priority, using space available within existing MPS schools or within facilities already owned by an organization that already operates a school.

6. Employment requirements:

a) Teachers in charter schools are required to hold teacher certification, be eligible for a one-year permit in concert with the requirements of the Department of Public Instruction or have a charter school license allowing the teacher to teach in any area in grades kindergarten to grade twelve.

b) Employees in charter schools designated as instrumentalities of the district shall be represented by and subject to provisions of existing MPS bargaining unit contracts.

c) Employees in charter schools not designated as instrumentalities of the MPS shall have the right to organize for collective bargaining purposes.

d) Charter schools shall be required to comply with all state and federal employment laws as applicable.

7. Staffing and wages:

a) Charter schools not designated as instrumentalities shall offer competitive salary rates for employees in such charter schools, a subject which shall be negotiated in the contract with the charter schools.

b) The staffing ratio, class sizes and other aspects of personnel use in the charter school shall be clearly detailed in the charter school's educational plan and reflected in its financial and budgeting plan.

c) All charter schools and contractors providing direct services to students in charter schools are expected to adhere to any minimum hourly wage standards established by MPS for MPS employees and employees of contractors who provide direct services to MPS students.

8. School governance and administration:

a) The administration of charter schools is the province of such schools, but shall be clearly detailed and tied directly to the school's educational plan.

b) The charter schools' governance councils shall be composed of parents, teachers, administrators, other staff, students and community members, with parents comprising the majority.

c) Governance council members should be elected based on the charter schools' bylaws.

9. Finance, funding and auditing:

a) Charter schools designated as instrumentalities of MPS shall be subject to the same fiscal rules and oversight as other MPS schools.

b) Charter schools not designated as instrumentalities of the district shall operate in accordance with the following guidelines:

1) Comprehensive operating budgets shall be filed annually with the district, in accordance with MPS-approved format guidelines and all amendments to the budget shall be filed within 30 days from approval of the amendment.

2) Yearly and quarterly cash-flow (by month) showing actuals and revised estimates shall be filed with MPS in an approved format.

3) As designated by contract, charter schools shall file with MPS, quarterly unaudited to actual reports, a mid-year unaudited balance sheet, a schedule of outstanding long-term debt, along with other approved financial reports.

4) Charter school contracts shall specify all performance and financial auditing requirements.
5) Contract revenue shall not be pledged as security for long-term debt without prior written approval from MPS.

c) Charter schools' purchase of certain MPS central and supportive services will be negotiated based upon district determination of per pupil funding allocations for basic costs and for specific functions. The amount of basic costs and specific functions per pupil allocated to charter schools shall be determined annually by the Board.
d) All financial records shall be retained in compliance with state and federal law.

10. <u>Revocation and termination of contracts</u>:
a) State law permits MPS to revoke and terminate a contract with a charter school if any of the following occurred:
1) The charter school violates its contract.
2) The pupils enrolled fail to make sufficient progress toward attaining the educational goals under s. 118.01.
3) The charter school failed to comply with generally accepted accounting standards of fiscal management.
4) The charter school violates sec. 118.40, the charter school law.

Director Braun moved to adopt the substituted policies and parameters.

Director Gardner moved to amend B.1.a. to add the words "no later than June 30 of each fiscal year."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Gardner moved to amend B.2.a. to replace the word "Board" with the word "Superintendent" for both occurrences.

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

Ayes—8; Noes—0.

Director Gardner moved to amend B.2.a. to add the words "parents, teachers, principals" after the words "district administrators".

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Gardner moved to amend B.4.a. to add the words “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” at the end of the sentence.

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Johnson moved to amend B.4.a to strike the words "of $3,962 for charter schools for 1996-97, with an additional cost for support services of up to $917 per pupil, for a total of $4,879."

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

Ayes—Director Johnson—1.

Noes—Directors Braun, Fisher , Gardner, O'Neil, Small, Todd and President Bills—7.

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

Ayes—Directors Braun, Fisher, Gardner, O'Neil, Todd and President Bills—6

Noes—Directors Johnson and Small—2.

Director Gardner moved to amend C.2.b. to add the words "inconsistent with MPS policies and guidelines for student admissions."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Braun moved to amend C.8.a. to strike the words "detailed and tied directly" and insert the words "described and be a part of."

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The Board recessed from 8:25 to 8:47 PM.

Director Gardner moved to amend C.2.f to add the words "except where such preference may preclude the school's ability to expand or sustain racial diversity or the admission of exceptional education students."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

Director Small moved to amend by adding the following items:

C.2.g: “with the exception of expelled students, charter school students may reenter MPS using the student assignment process at any time.”

C.2.f: “Charter schools may establish their own disciplinary guidelines; however, expulsions must adhere to Board policy and be approved by the Board.”

C.5.d: “Charter schools must adhere to all state laws and board policies with regard to health and safety standards.”

C.6.e: “Charter schools shall be required to disclose the names of their staff.”

The amendments were adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of Sections A and C as amended, they were adopted, the vote being as follows:

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

Noes—None.

Director Johnson requested permission to change his vote from “aye” to “no.”

There being no objection, the request was granted, the vote then being:

Ayes—Directors Braun, Fisher, Gardner, O’Neil, Small, Todd and President Bills—7.

Noes—Director Johnson—1.

Item B. Motion by Director Sinicki to rescind the legislative proposal for charter schools adopted by the Board on January 29, 1992

The Board proceeded to consider the motion by Director Sinicki to rescind the legislative proposal for charter schools adopted by the Board on January 29, 1992.

Director Braun moved to rescind the legislative proposal for charter schools adopted by the Board on January 29, 1992.

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

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

Noes—None.

The Board adjourned at 9:03 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 12, 1996

Special meeting of the Board of School Directors called to order by President Bills at 7:50 PM.

Present—Directors Braun, Fisher (8:10 PM), Gardner, Johnson, O'Neil, (8:10 PM), Sinicki and President Bills—7.

Absent and excused—Directors Small and Todd—2.

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

February 8, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Monday, February, 12, 1995, at 8:15 PM, or upon adjournment of the meeting of the Audit Committee scheduled to begin at 6:30 PM this same evening, 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 and 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.

The Board may reconvene in open session for action on matters considered in executive session.

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.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Johnson, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 7:53 PM.

The Board adjourned from executive session at 9:30 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 14, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher, Gardner (6:45 PM), Johnson, O'Neil (7:50 PM), Sinicki, Small, Todd (6:38 PM) and President Bills—9.

Absent—None.

APPROVAL OF MINUTES

The minutes of the Board meetings of January 8, 9, 10, 16 and 17, 1996, were approved as printed.

REGULAR ITEMS OF BUSINESS

Director Braun moved to suspend Board rule 1.09 to allow the Board to hear and act on each item of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Informational Report Regarding the Exceptional Education Reform Plan

Administration's Analysis

1. The Exceptional Education Reform Plan represents a new means of delivering services and programs. The aim of the reform plan is to ensure that students receive the services they need while moving services closer to students and parents, with the primary locus of control of these services moving to schools. **Items altered from the plan submitted in November are in bold type.**

2. The main features of the exceptional education reform plan are:

- Services to students and parents will be delivered closer to schools and will be more responsive, effective, and efficient.
- The ability of each school to meet the diverse needs of all students and to do so in the least restrictive environment will be increased.

- Services delivered to students will be appropriate, based on the understanding that exceptional education is not a separate place for students, but a set of services designed to ensure access to regular curriculum and high standards.
- Compliance with federal and state laws protecting the rights of students who have disabilities will be maintained.

3. The following changes will be made in the operation of the Division of Exceptional Education and Supportive Services, schools and other related Departments, with **a two year phase in with volunteer schools being included in the first year. A detail and implementation plan is found in Attachment I.**

a. Referrals, evaluations, Individualized Education Plan (IEP) development, placement processes, and exceptional education services will take place in schools, with the M-team, IEP and placement paperwork leaving a school only when the student goes to another school. Schools will know at all times where the student is in the process and who is responsible for each step.

b. **Diagnostic/program support teachers will complete initial evaluations, chair M-team meetings, schedule initial and reevaluation M-team activities, and provide support to exceptional and regular education teachers.** Staff will be located in schools on an allocation basis with moneys transferred to schools, and will be coevaluated by the principals and exceptional education supervisor.

c. **Supervisors will provide the mandated services of M-team approval, IEPs, placements, and participation in disciplinary conferences, as well as providing assistance to principals for compliance/legal issues**. Staff will be located in schools on an allocation basis and will be coevaluated by the principals and program administrator.

d. The identification and placement process will be faster, with no centralized process delays. The possibility of the district being in compliance with timelines for placements will be increased.

e. Opportunities for parent participation will be increased. Program support offered to classroom teachers will be increased.

f. Students identified as having exceptional educational needs will have greater opportunities to remain in the same school where they begin the year whenever possible and appropriate. Placement options and provision of services in the least restrictive environment possible within a building will increase as schools are able to move forward in developing such options with support from program administrators.

g. Geographic areas will be established around all MPS schools to have all schools share responsibility for assessments of district residents who are not MPS students.

h. Students with exceptional education needs will increase their participation in district-wide assessments.

i. Schools, with assistance from supervisors, will be responsible for maintaining compliance with laws pertaining to all students relative to IDEA and Section 504 as they relate to processes completed within the school.

j. A Division of Special Services will replace the existing Division of Exceptional Education and Supportive Services with responsibility for early childhood, bilingual and low incidence populations, itinerant services, compliance monitoring and assistance, reporting, legal appeals, and maintaining a district-wide continuum of diagnostic and programming services.

k. Functions will begin to be merged across departments to the maximum extent possible.

Strategic Plan Compatibility Statement

4. This plan supports the Board goals related to academic achievement and equity.

Statute, Board Policy or Rule Statement

5. This plan conforms to Board policies and state statutes.

Fiscal Impact Statement

6. This plan supports projected budget/staff reductions. The position of diagnostic/program support teacher will become school-based for 73 positions with moneys to support such being decentralized. These 73 positions will be filled by 65 existing DT/PSTs and the addition of 8 DT/PST positions created by elimination of 7 case managers and 1 School-To-Work teacher position. As the process is improved with modifications, training and experience, it is projected to have the potential to reduce costs further. Reduction of space needed at the Exceptional Education and Supportive Services Center is projected to be at least 50% when the model is fully implemented by FY 1998.

Implementation and Assessment Plan

This plan will be implemented in two phases, with the first beginning in FY97 and the second in FY98. Schools in the first phase will be identified by volunteers. An implementation plan is found in Attachment I.

At the request of Board members, the Superintendent indicated that he would bring the item back as an action item within two weeks.

* * * * *

By unanimous consent, the Board next took up the following item of new business:

NEW BUSINESS

(Item B) Motion to Rescind the Board's Authorization to Utilize Modular Classrooms at the Wisconsin Conservatory of Life-Long Learning

Director Johnson in the Chair.

President Bills moved to rescind the Board's authorization to utilize modular classrooms at the Wisconsin Conservatory of Life-Long Learning, adopted on January 31, 1996.

After discussion, President Bills withdrew the motion.

* * * * *

The Board recessed from 8:05 to 8:15 PM.

The Board returned to the Regular Items of Business, President Bills in the Chair.

REGULAR ITEMS OF BUSINESS

(Item 2) Action on the Superintendent's Response to the Addendum to Audit Report #602—Review of Exceptional Education Programs

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. The annual plan included a two-phase review of the Milwaukee Public Schools' (MPS) exceptional education programs. The Phase I audit report on exceptional education programs was provided to the Board in October 1995.

An analysis of trends in exceptional education referrals for MPS students based on the three-year period 1991-92, 1992-93, and 1993-94 was included in the scope of the Phase I review, but had not been completed in time to be released with the October Audit Committee materials. Diane S. Pollard, Ph.D., University of Wisconsin-Milwaukee, was engaged by the Office of Board Governance to conduct this analysis. The analysis is now complete and is being issued as an addendum to the original report.

2. Major findings of Dr. Pollard's study include that:

- Statistically-significant differences exist in the rate at which male and female students are referred, with males two to three times more likely than females to be referred for exceptional education services in

each of the three years studied. Differences in male and female referral rates are consistent across ethnic groups. These differences are consistent with national trends in referrals for exceptional education services although the difference in male and female referrals found in this study is somewhat greater than national trends.

- Significant differences did not exist in the ethnicity of students referred for exceptional education services.

- Statistically-significant differences exist in the age at which referrals are made, with 60 percent of students referred from preschool through grade three. This referral pattern is consistent with increasing emphasis on early identification and intervention.

- No differences were found between referred and non-referred students based on socioeconomic status, which was measured in this report using eligibility for free or reduced lunch.

- 65.6 percent of referred students who are found to have exceptional education needs are concentrated in four exceptional education programs: 32.1 percent in speech and language, 16.5 percent in learning disabled, 9.4 percent in emotionally disturbed, and 7.5 percent in cognitively disabled.

- 76.7 percent of the total number of all referred students over the three-year period studied were placed within 90 days after referral, but 23.2 percent of all students referred did not receive placement offers within 90 days, as required by state and federal law.

3. Based on the finding that 23.2 percent of students did not receive placement offers as required by state and federal law, the Office of Board Governance - Audit Services recommended that District Administration implement new procedures to improve the percentage of students who receive exceptional education placement offers within the required 90-day timeline.

4. The complete report on exceptional education referral trends has been provided to the Board under a separate cover.

5. District administration has reviewed the report and prepared a response to the findings and the recommendation from the Office of Board Governance - Audit Services. The Superintendent's Response is included with the audit report.

Note: The Board accepted the report on Exceptional Education Referral Trends as an addendum to Audit Report #602 - Review of Exceptional Education Programs at its November 30, 1995, meeting, but postponed action on the Superintendent's response to the addendum.

Recommendation

That the Board determine what action it wishes to take with respect to the Superintendent's Response to the report on exceptional education referral trends and the audit recommendation.

Director Sinicki moved to accept the Superintendent's response.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Johnson and Todd—2.

* * * * *

(Item 3) Action on a Request for a Transfer of Funds from the Exceptional Education Expansion Account for Staff Development

Administration's Analysis

1. The Exceptional Education Division is requesting permission to transfer funds for the implementation of the reform plan. In order to implement the reform plan, staff development for persons responsible for carrying out the process in the school is necessary. Staff development for persons in the Exceptional Education Division will be handled during their regular work day at no additional cost. Technology will be updated in order to ensure that the technological supports are in place to allow implementation.

Strategic Plan Compatibility Statement

2. These activities support the Board goals related to academic achievement and equity.

Statute, Board Policy or Rule Statement

3. These activities conform to Board policies and state statutes.

Fiscal Impact Statement

4. These activities support projected budget/staff reductions. As the process is improved with modifications, training and experience, it is projected to have the potential to reduce costs further.

- A one-time cost for five hours of professional development for school principals ($35,684) and Assistant Principals ($25,212) on implementation and compliance issues. This amount will represent a new cost which cannot be covered under existing budgets. The funds of not more than $60,896 for FY96 will be reallocated from the exceptional education expansion fund with subsequent moneys included in future budgets. The actual amount of funds needed will be dependent on the number of schools participating in the reform model for the 1996-97 school year.

- A one-time cost for technology for schools not currently available in schools, such as modems, CRTs, printers, cabling, and telephones so that staff and supervisors can be linked for access to placement options, student information and compliance information. The funds of not more than $50,000 for FY96 will come from the exceptional education expansion fund, with subsequent moneys included in future budgets. Funds needed will be dependent on the number of schools participating in the reform model for the 1996-'97 school year and any such equipment each school already may have available. Efforts will be coordinated with the Department of Technology and the Department of Facilities and Maintenance to avoid duplication.

Implementation and Assessment Plan

5. The staff development and technology updating would be completed prior to June 30, 1996.

Recommendation

That the Board approve a fund transfer in the amount of $110,896 from the exceptional education expansion fund to the Division of Exceptional Education and Supportive Services to support the FY96 requirements described in the Fiscal Impact Statement. Any unused portion of this amount will revert back to the fund.

Director Small moved to postpone action on the item until the exceptional education reform plan is before the Board.

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

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

Noes—None.

* * * * *

(Item 4) Action on Recommendations Regarding Nine Charter School Proposals and One Charter School Petition

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. Charters may be initiated in two ways. They may be initiated by the Board of School Directors or may be requested by written petition signed by at least 10% of the teachers in the district or by at least 50% of the teachers at one school.

3. The Board received nine proposals for charter school contracts from non-MPS schools, and received one petition (signed by at least 50% of the teachers) from an MPS middle school.

4. Proposals were received from the following:
   - Highland Community School
   - El Puente Center for the Sciences and Humanities
   - The Studium High School
   - Assata Alternative High School
   - Aurora Weir Educational Center High School
   - Silver Spring Neighborhood Center-(Middle School) Academy
   - Learning Enterprise of Wisconsin, Inc. High School
   - Shalom High School
   - Northwest Opportunities Vocational Academy (NOVA)

5. The Board of School Directors held public hearings on January 8, 1996, on January 9, 1996, and on January 16, 1996.

6. The petition was from Malcolm X Academy and it was filed with the Board on December 19, 1995. The petition appears to contain the signatures of 37 teachers at Malcolm X Academy. This is more than 50% of the teachers at that school. However, on February 9, 1996, the administration and the Board received a letter that was apparently signed by 27 of the original 37 petitioners. The teachers signing the February 9, 1996, letter are requesting to have their names withdrawn from the December 19, 1995, petition. The City Attorney's Office has advised that the teachers have the right to withdraw their signatures from the petition prior to Board action on the petition. The City Attorney's Office has further advised that no action may be taken by the Board to grant or deny the petition filed on December 19, 1995, because the petition does not now contain at least 50% of the teachers employed at Malcolm X Academy.

7. Of the nine charter school proposals, eight were from existing partnership schools or members of their staff. During the hearing process, several concerns were raised by the public, such as the stigma of being an alternative school for "at-risk" students and the importance of being a part of the MPS school selection process. With the expanded authority under ss. 119.235, the district can contract with the partnership schools for students other than at-risk students. This authority will allow the district more flexibility in partnership contracts, a concern voiced by the partnership schools during the hearings.

Strategic Plan Compatibility Statement

8. The Strategic Plan for Milwaukee Public Schools includes three major goal areas: Academic Achievement, Equity, and Fiscal Responsibility. Specifically, 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
   - Montessori

The Strategic Plan provides a framework for the Board of School Directors if it chooses to enter into a contract with one or more charter schools in order to further its goals.

Statute, Board Policy or Rule Statement

9. Section 118.40 of the Wisconsin Statutes authorizes a school board to grant a petition seeking the establishment of a charter school. This law originally provided that the employees of charter schools would be employees of the school board. In 1995, the statute was amended to provide that this provision did not apply to the Milwaukee school district. Recently, counsel for the Wisconsin Retirement System indicated to MPS staff that employees of any charter school to be established in Milwaukee would not be able to participate in the Wisconsin Retirement System. In light of the consequences of such an interpretation of the statute, MPS' administration is seeking further clarification of this point.

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 charter schools for 1996-97 shall be $3,962, 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.

A detailed fiscal impact statement consistent with the Board's policy and parameters on funding charter schools will be developed, should the Board decide to enter into charter school contract negotiations.

Implementation and Assessment Plan

11. If the Board agrees to the recommendation regarding a prospective charter school, the administration will begin negotiations immediately, based on "Parameters for Charter Schools" and "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. The specific implementation plan and assessment requirements will be built in to each contract. Because MPS does not receive funding from the state for children younger than age four, funding would need to be negotiated based on the number of children enrolled in the school who are older than age four.

Recommendations

1. That the Board authorize the administration to begin the process of negotiating a charter contract with Highland Community School for implementation in the 1996-97 school year using the "Parameters for Charter Schools" and "Parameters to Guide the Administration in Developing Procedures for Processing Charter School Proposals and Petitions and for Developing and Administering Contracts for Charter Schools" and bring the contract back to the Board for action at its meeting on March 27, 1996.

2. That the Board direct the administration to hold discussions with existing partnership schools for the purpose of exploring identified concerns and possibly adding additional "non-at-risk" seats.

3. That the charter proposals for El Puente Center for the Sciences and Humanities, The Studium High School, Assata Alternative High School, Aurora Weir Educational Center High School, Silver Spring Neighborhood Center-(Middle School) Academy, Learning Enterprise of Wisconsin, Inc. High School, Shalom High School, Northwest Opportunities Vocational Academy (NOVA) be placed on file.

4. That the communication from Malcolm X Academy be placed on file.

Director Gardner requested separate consideration of the recommendations.

There being no objection, the request was granted.

Director Fisher moved to adopt recommendation 1 regarding Highland Community School.

Director Johnson moved to lay the item on the table.

The motion to table failed, the vote being as follows:

Ayes—Directors Johnson, O'Neil and Small—3.

Noes—Directors Braun, Fisher, Sinicki, Todd and President Bills—5.

Abstaining from voting—Director Gardner—1.

Director Braun moved to amend by adding a provision that when the contract is brought back for Board action an addendum be attached to it detailing both the cost and the impact of including three-year-olds in this proposal.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Gardner—1.

The question being on adoption of recommendation 1 as amended, it was adopted, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Gardner—1.

Director Braun moved to adopt recommendation 2.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, Johnson, Sinicki, Small, Todd and President Bills—8.

Noes—None.

Temporarily absent—Director O'Neil—1.

Director Sinicki moved to adopt recommendation 3.

Director Gardner moved to substitute the following motion:

That the administration interview the submitters of each charter school proposal to determine answers to the following questions:

1. Do the submitters or submitting organization have the institutional stability, financial strength and accountability, educational experience and professional competence to assist MPS in meeting its educational goals, and assist MPS middle and high schools in meeting MPS board-mandated accountability measures?

2. Do the submitters or submitting organization have a potential role to play in assisting MPS schools that are in the process of reconstitution, or have been given notice that they may be closed and reconstituted during the 1997-98 school year, in meeting MPS Board-mandated accountability measures?
3. Can charter status for some of all of the proposed charter schools improve the academic performance and post-secondary academic and professional success for students served by partnership schools, and MPS middle and secondary school students in general; and especially in meeting MPS Board-mandated accountability measures?
4. Can charter status for some or all of the proposed charter schools assist MPS in expanding the number of secondary students enrolled in MPS, and assist MPS in seeking additional state revenues and local tax levies?

and that the administration bring back a report based on such interviews at the first Board meeting in March.

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

Ayes—Directors Gardner and Johnson—2.

Noes—Directors Braun, Fisher, O'Neil, Sinicki, Small, Todd and President Bills—7.

Director Johnson moved to substitute the following motion:

That the charter proposals for El Puente Center for the Sciences and Humanities, The Studium High School, Assata Alternative High School and Aurora Weir Educational Center High School be placed on file, and that the administration be directed to enter into negotiations for the following schools to be charter schools: Silver Spring Neighborhood Center-(Middle School) Academy, Learning Enterprise of Wisconsin, Inc. High School, Shalom High School and Northwest Opportunities Vocational Academy (NOVA).

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

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

Noes—Directors Fisher, O'Neil, Sinicki, Small and Todd—5.

The question being on adoption of recommendation 3, it was adopted, the vote being as follows:

Ayes—Fisher, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—Directors Braun, Gardner, and Johnson—3.

Director Sinicki moved to adopt recommendation 4.

Director Gardner moved to substitute the following motion:

That the petition now called a proposal from Malcolm X Academy be adopted and the MPS administration be directed to negotiate the terms of a contract, and bring them back to the Board for disposition.

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

Ayes—Directors Gardner and Johnson—2.

Noes—Directors Braun, Fisher, O'Neil, Sinicki, Small, Todd and President Bills—7.

The question being on adoption of recommendation #4, it was adopted, the vote being as follows:

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

Noes—Directors Gardner and Johnson—2.

* * * * *

NEW BUSINESS

(ITEM A) Resolution to Authorize the Administration to Develop the Feasibility of Planning, Developing and Implementing Block Schools

Director Small moved to suspend Board rule 1.10 (1) and to adopt the following resolution:

By Director Gardner:

WHEREAS, Milwaukee Public Schools is committed to providing quality early childhood education to the greatest number of children possible; and

WHEREAS, Milwaukee Public Schools is committed to all feasible initiatives to increase and improve the safety, stability, nurture, and community support for all children; and

WHEREAS, It may prove attractive and effective in implementing the MPS goals of excellence, equity, and fiscal responsibility to explore the feasibility of creating "Block Schools" in Milwaukee neighborhoods where too few seats in neighborhood or city-wide schools are available to accommodate the children in such neighborhoods; and

WHEREAS, An informal committee consisting of MPS directors and administrators, City of Milwaukee officials, and community representatives have met to consider and develop information related to the concept of "Block Schools;" and

WHEREAS, "Block Schools" are defined as small schools established to provide early childhood education, and possible additional services of importance and need to families living close to such schools, to families residing close to such schools, and affording continuing stability of enrollment at such schools; and

WHEREAS, All parties involved in the discussion to date believe that, depending on financial projections, sources of revenue, competing priorities, and other considerations, Block Schools merit further consideration and review; therefore, be it

RESOLVED, That the administration be authorized to expend such resources of staff time and expertise as it deems appropriate to develop the feasibility of planning, developing, and implementing Block Schools for the 1997-98 or 1996-97 school years, as the administration may determine and recommend.

The rule was suspended and the resolution adopted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

* * * * *

The Board adjourned at 10:31 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 19, 1996

Special meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors Braun, Gardner, Sinicki, Small, Todd (6:38 PM) and President Bills—6.

Absent—Directors Fisher, Johnson and O'Neil—3.

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

February 15, 1996

To the Members of the Board of School Directors:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Monday, February 19, 1996, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the semi-annual performance evaluation of the Superintendent and the Director, Office of Board Governance.

In order to conduct the Superintendent's and Director, Office of Board Governance's semi-annual performance evaluation, the Board may convene, pursuant to Wisconsin Statutes 19.85 (1) (c), in executive session.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session for the purpose of conducting the Superintendent's and Director, Office of Board Governance's semi-annual performance evaluation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki, Small and President Bills—5.

Noes—None.

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

Director Sinicki left at 6:37 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 21, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:33 PM.

Present—Directors Braun, Gardner (7:00 PM), O'Neil, Sinicki (6:35 PM), Small, and President Bills—6.

Absent and excused—Directors Fisher and Johnson—2.

Absent—Director Todd—1.

AWARDS AND RECOGNITIONS

Fritsche Middle School and Rufus King High School were named *national Blue Ribbon schools by the U.S. Department of Education in the National Secondary Schools Recognition Program*. They are among only five public schools from Wisconsin to achieve this prestigious award. The schools will be honored at a ceremony in Washington, D.C. this fall.

Black History Month is celebrated in February throughout the Milwaukee Public Schools. Thousands of students, parents, and staff members are experiencing a variety of engaging activities to commemorate the history and experience of the African American culture as well as to celebrate the many outstanding contributions of famous Black Americans. The following highlights are examples of events:

Manitoba Elementary School hosted an African American storyteller, Reggie Finlayson, on February 13. He engaged students in a journey through the history of Black Americans. Each classroom of students also performed skits, songs, poems, and dances.

Franklin Elementary School will involve every student and teacher in activities to learn about Black Americans' contributions to society in a celebration to be held on February 23. The students will perform skits, songs, student speeches, self-composed student raps, poems, dramatic readings, and choir and cheerleader presentations.

The Wisconsin Conservatory of Lifelong Learning held a Read-in on February 1st to help their students gain a better understanding of African heritage. Community and educational leaders were invited to the school to share their favorite African story or folk tale and read stories to the children in each classroom.

Kluge Elementary School students in the 4th and 5th grade participated in an "African American Feast" on February 20. This active learning activity provided an opportunity for the students to learn an appreciation for the rich African American culture by partaking of their food, listening to their music, and engaging in language activities which reflect their culture.

Hartford Avenue School celebrated the diversity of the world by hosting a Cultural Folk Fair on January 30. The fair featured cultural displays, ethnic foods, a bazaar, and ethnic dancers. Students used their family heritage and the resources of their community to expand their knowledge of each other's cultures.

Hartford Avenue School students are celebrating African-American heritage through a month-long focus on the contributions of African Americans in history. On February 20th, the students will display artwork, read poetry, and perform dance and drama skits.

Clarke Street School's fourth and fifth grade students produced an original opera about African-American history entitled, "The Teachable Lesson." The script, music, and lyrics all were written and composed by the students. A grant from the Metropolitan Opera in New York was the impetus for this event. The grant allowed two Clarke teachers to participate in a two-week workshop presented by the Metropolitan Opera on creating original opera. The opera performance was held on February 1 and 2.

Thirty-eighth Street School is recognizing all of its students as peacemakers. The program began on January 15, Dr. Martin Luther King's birthday, and ends when all of the students are recognized. Each classroom designates a student as "Peacemaker of the Day." The students in the classroom explain to their teacher why that particular student is a peacemaker.

Milwaukee Spanish Immersion School is engaging its students and parents in a number of activities throughout the month to continue their study of African American history. Besides classroom activities, African American storyteller, Shanta Nurullah, will be a guest at the school on March 12. Through her performance entitled, “Stories and Songs of African People,” she hopes to educate and entertain students while creating a positive impression of things “African.” The school will also hold a special program on February 29, featuring class presentations and a performance by the newly formed school choir.

Brown Street Academy students are exploring African history throughout the month with art and writing contests, and a schoolwide program of dance, skits, and poetry. In addition, February 9 was designated as "African Attire Day" and February 23 is "Know Your Inventor" contest day.

Riley Elementary School students are busy studying and researching famous African Americans and rehearsing musical performances. On February 16, the 5th and 6th grade students presented speeches and displays to their fellow students about jazz performers and composers. On February 28, students from all grade levels will present the musical, The WIZ. The 1st, 2nd, and 3rd grade students are working throughout the month with professionals from Danceworks Company on a unit called, "All That Jazz," in which the students will be introduced to jazz music and dance movements.

Students from Roosevelt Middle School, Parkman Middle School, Malcolm X Academy, Sarah Scott Middle School, Fritsche Middle School, Morse Middle School are participating in a quiz show on Channel 10/36 on their knowledge of African American history. The first program in the series was aired on January 14. The championship match will air on April 15. The winning teams will receive prizes and the grand champion will take a traveling trophy to its school. The trophy is now at Morse Middle School, last year's winner.

African American employees who work at central services hosted the 5th annual African American Food Fest on February 12 in celebration of Black heritage. The event was held as a way to introduce and celebrate great ethnic food, dress, artwork, artifacts, etc., as well as an activity for building and reinforcing a sense of "community" within central services.

The employees who organized the event are **Helen Collins, Human Resources, Marge Cleghorn, Community Recreation, Helen Wallace, Superintendent's Office, Brenda Ward, Social Work Services, Marge Wilks, Drug Free Schools office**, and many others. They volunteered their own time and resources in planning and hosting the event. The celebration was held during the regular lunch hour and everyone in the building was invited to attend.

Twenty-two Milwaukee Public Schools’ students were named semifinalists or Commended Students in the *1996 National Merit Scholarship and National Achievement Scholarship competitions.* About one million high school juniors in some 19,000 high schools across the country entered the National Merit Scholarship competition by taking the 1994 Preliminary SAT/National Merit Scholarship Qualifying Test. The semifinalists represent the top one-half of one percent of the state’s high school graduating class. About 15,000 high school seniors nationwide advanced as semifinalists.

The semifinalists in the National Merit Scholarship competition from MPS are:

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

The National Merit Scholarship competition also recognized students as Commended Students for showing exceptional academic promise by placing among the top five percent of the one million students who took the Preliminary SAT/National Merit Scholarship Qualifying Test. Approximately 35,000 high school seniors nationwide were named Commended Students.

The Commended Students in the National Merit Scholarship competition from the Milwaukee Public Schools are:

Tim Dale, Bay View High
Michelle Eide, Riverside High
Rachel McGraw, Riverside High
Edward Purcell, Riverside High
Joshua Gramling, Rufus King
Dean Nardelli, Rufus King

The National Achievement Scholarship competition is a program of the National Merit Scholarship corporation for African American high school students that parallels the National Merit Scholarship competition. Nearly 100,000 African American students entered the 1996 Merit Scholarship competition. Students are named as semifinalists and Commended Students in the same manner as the National Merit Scholarship competition.

The Commended Students in the National Achievement Scholarship competition from the Milwaukee Public Schools are:

Charise Artis, Rufus King High
Mario Breedlove, Rufus King High
Chenda Parsons, Rufus King High
John Mitchell, Riverside High

Clarke Street School *recently received a $100,000 grant from the U.S. Dept. of Justice to establish SAFE HAVEN***,** an after-school and Saturday program for residents of all ages in the Metcalfe Park area. SAFE HAVEN activities and classes to be offered include sports leagues, home and fire safety, nutrition and cooking, computers, physical fitness, homework help, and a variety of intergenerational activities.

Laurel Beth Aschoff, a sophomore at Rufus King High School, *was named a Kodak Young Leader under a national program sponsored by Eastman Kodak Company*. She was honored for her outstanding leadership qualities and academic achievement. Laurel will receive an award from Kodak and is eligible to apply to the University of Rochester Young Leaders Scholarship Program.

Dr. Lynn Krebs, director of the Office of Guidance and Career Education for the Milwaukee Public Schools, received the *Wisconsin Association of Counseling and Development 1995 Administrator Award* for making significant contributions to the field of counseling and development.

Dr. Jim Kroll, guidance director at MPS' Rufus King High School, was named winner of the *1995 Wisconsin Association of Counseling and Development 1995 Leadership Award* for providing outstanding, significant leadership to the counseling and development profession.

Kenneth McCants, ninth grade students at Juneau Business High School, *won the Junior Achievement Middle Grade Essay Writing Contest*. His essay was chosen best essay from over 200 submitted by metropolitan area schools. He wrote a business plan for a restaurant he would like to own someday called "Kenny's Kountry Kitchen."

The Rufus King High School Academic Decathlon Team *took second place at the Milwaukee Regional Competition at the University of Wisconsin-Milwaukee.* The team will go on to compete in the Wisconsin State Competition in Madison on March 7-8, 1996. The following team members won individual awards:
Julia Carian, first place overall in the Varsity category
Adam Smith, third place overall in the Honors and Scholastic categories
Eli Holman, third place overall in the Honors and Scholastic categories

The following team members won awards in specific subjects:

Tim Bobinski, Mathematics award
Rose Grimm, Literature, Fine Arts
Adam Smith, Mathematics, Essay, Interview
Eli Holman, Literature, Fine Arts, Interview
Chai Xiong, Literature
Mike Mueller, Science, Social Science
Julia Carian, Science, Mathematics, Social Science

Miguel Gamez, a graduating senior at South Division High School, *won a $1,000 scholarship in the 1995 McDonald's Hispanic American Commitment to Educational Excellence scholarship program* sponsored by McDonald's Restaurants of Southeastern Wisconsin.

Seniorfest, a festival for senior adults, won the 1995 Silver Star Award presented by the Wisconsin Park and Recreation Association. Seniorfest, held on June 8, 1995, was attended by 4,200 senior adults. **Milwaukee Public Schools' Recreation Division, 55+ Program conducted the festival at the Wisconsin State Fair Park**.

Fred Jungers, administrator of community centers and playgrounds, MPS Recreation Division, *received the Wisconsin Park and Recreation Association's Professional Award of Merit for 30 years of service to the organization*. Fred's recreation interest has always been tennis. He is a member of the USTA National Officials and Rules Committee and holds national certification as a referee and line judge. Recently Fred was an official at the NCAA Championships and the U.S. Open.

George Dahlem, adult sports supervisor, B. Craig Lutzke, recreation supervisor, and Gary Dettman, recreation specialist, MPS Recreation Division, *received service awards from the Wisconsin Park and Recreation Association* at their annual conference in November, 1995.

Mark Gary, an employee with the Division of Building Operations, *has been a volunteer with the Muscular Dystrophy Association for 22 years*. He is actively involved with the telethon, summer camps, bowlathons, volleyball tournaments, and the Eaglethon sponsored by Harley Davidson.

Thousands of Milwaukee Public Schools' students participated in the *City of Milwaukee's 1996 Dr. Martin Luther King, Jr. Birthday Celebration* by participating in various competitions. The following MPS students were named winners in the 1996 competitions:

1996 Dr. Martin Luther King, Jr. Art Contest

First Place
Micaela Erickson, Gr. 2, Wisc. Conservatory of Lifelong Learning
Jenalyn L. Leffert, Gr. 12, Rufus King
Felix Santiago, Gr. 3, Franklin Pierce
Elizabeth Her, Gr. 8, Kosciusko

Second Place
Jor Don Johnson, Gr. 4, Urban Day
Patrick (P.J.) Evans, Gr. 2, Franklin Pierce
Shelly M. Greer, Gr. 10, Juneau H.S.

Third Place
Nicoshia L. Boulton, Gr. 12, Juneau H.S.
Dederick Gray, Gr. 5, Engleburg
Toni Ronita Hurt, Gr. 6, Milw. Village Comm. Center
Delaneo Macklin, Gr. 2, Garden Homes

1996 Dr. Martin Luther King, Jr. Writing Contest

First Place
Terrance Graham, Gr. 11, Juneau H.S.
Nakisha Bowen, Gr. 3, Lancaster
Larryn B. Worthy, Gr. 7, Samuel Morse
Alexis A. Davison, Gr. 6, Roosevelt
Bianca D. Brown, Gr. 5, Eighty-First St.

Second Place
Claire E. Smith, Gr. 6, Roosevelt
Marcus Bailey, Gr. 5, Maryland Avenue
Walter T. Bond, Gr. 3, Sherman

Third Place
Anthony C. Johnson, Gr. 6, Hawthorne
Max G. Ergen, Gr. 5, Elm Creative Arts
Nesha Durham, Gr. 8, Sarah Scott
Shannon Clark, Gr. 3, Wisc. Conservatory for Lifelong Learning
Latonya Le flor, Gr. 12, South Div. H.S.

Kindergarten-First Grade Group Project
Starms Early Childhood Center
Teachers: Ms. Bonnie Edwards, Ms. M. Comstock, Ms. Mosler

1996 Dr. Martin Luther King, Jr. Speech Contest

First Place
Ellis Simmons, 9-10, Juneau H.S.
Adrian Haynes, K-2, Clark Street
Angela Moore, 11-12, Milw. H.S. of the Arts

Second Place
Monica Grice, 11-12, Wisconsin Avenue
Corey Scott, 6-8, Malcolm X Academy
Jazmine Duncan, K-2, Dr. Martin Luther King, Jr.
Joandy Polanco, 9-10, Vincent H.S.

Third Place
Maxine Ford, 9-10, Marshall H.S.
Jason McNeal, 11-12, Vincent
Brittany Keyes, K-2, Ben Franklin
Lester Christopher, 3-5, Clemens

1996 Dr. Martin Luther King, Jr. Scholarship Awards
Va Yang, Gr. 12, Washington H.S.
Thanh Luu, Gr. 12, Pulaski
Sara Wolfgram, Gr. 12, Juneau
Ryan Horvath, Gr. 12, Riverside
Paloma Ramirez, Gr. 12, Juneau
Coung Tieu, Gr. 12, Riverside Univ. H.S.
Elizabeth Bailey, Gr. 12, Juneau
Quiana J. Bell, Gr. 12, Riverside Univ. H.S.
Sonya Fisk, Gr. 12, John Marshall
Jeremy J. Kimble, Gr. 12, Rufus King. H.S.
Chanthachone Samounty, Gr. 12, Washington H.S.
Shayla Fenceroy, Gr. 12, Washington H.S.
Youa Vang, Gr. 12, Washington H.S.
Alexis Olive, Gr. 12, Gr. 12, Washington H.S.
Tai Kue, Gr. 12, Washington H.S.
Levar Wilson, Gr. 12, Washington H.S.
Saengmanee Khanthavong, Gr. 12, Washington H.S.
Dee Dee Pate, Gr. 12, Washington H.S.
Candace Lovell, Gr. 12, Rufus King
Yee Man Wong, Gr. 12, Rufus King
Jacqueline Spence, Gr. 12, Riverside Univ. H.S.
Marjorie J. Rucker, Gr. 12, Riverside Univ. H.S.
Karen Wiesner, Gr. 12, Milwaukee Technical H.S.
Shahida Jines, Gr. 12, Washington H.S.
Kemi Edu, Gr. 12, Rufus King

1996 Dr. Martin Luther King, Jr. Youth Achievement Awards

Humanitarian Award: Tippecanoe Student Council K-5:
Santana Abernathy, Candace Wofford, Marquita Smith, Brittany Smith, Patrobas Brown, Laconya Blackwell, Traci Carson, Julia Borden, Daniel Urbina-McCarthy, Alex Schwarz, Shauna Smith, Benton McKenzie, Danielle McLean, Monique Smallins, Whitney Mays, Kevin Kleist, Student Council Advisor, Mary Widen.

Scholastic Awards: Shawnte R. Owens, Gr. 8, Steuben, Joandy Polanco, Gr. 10, Vincent, Dao Yang, Gr. 5, Allen Field, Kimberli Curtis, Gr. 5, Cooper.

Leadership Awards: Brittany Sabir, Gr. 5, Tippecanoe, Quiana J. Bell, Riverside, Kemi Edu, Gr. 12, Rufus King.

Peacemaker Awards: Jermaine Bufford, Gr. 12, Pulaski; Joshua King, Gr. 5, Trowbridge; Benjamin F. Davis, Gr. 8, Fritsche

Elm Creative Arts School students and staff members received a number of honors for their work and service to the community. Some examples are:
Dr. Wallace Cheatham, music specialist, published two books recently. His book, Dialogues on Opera and the African-American Experience, features the motivation, inspiration, and struggles of African-American singers. His book entitled, Collection of Ten Kwanzaa Songs for Unison Voices of Children, conveys concepts of Kwanzaa through songs for children. The lyrics reflect various messages of the Kwanzaa experience.

Fourth grade students in Ms. Mary Roepke's class published a book, Trees-A Book of Poetry.

Elm students wrote letters to Santa Claus and 14 were published in The Milwaukee Journal Sentinel on December 17, 1995.

First grade students in Ms. Mary Jo Knapp's class designed and painted wooden bird houses which were provided by Habitat for Humanity to be auctioned off to help low income families achieve their dream of home ownership.

Betty Brinn Children's Museum used the self-portraits of Elm students on exhibit panels in the museum.

Artwork of Elm students decorated the U.S. Post Office bay windows at the 35th and W. Vliet Street station.

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APPROVAL OF MINUTES

The minutes of the January 24, 1996, Board meeting were approved as printed.

REPORTS OF STANDING COMMITTEES

REPORT OF THE AUDIT COMMITTEE

Director Sinicki presented the following report for the Audit Committee:

TO THE BOARD OF SCHOOL DIRECTORS

Your Committee on Audit presents the following report.

(Item A) Acceptance of the Fiscal Year-End Audit Reports (General Purpose Financial Statements Audit Report, Student Membership Audit, Early Retirement Supplement and Benefit Improvement Plan, Supplemental Early Retirement Plan For Teachers and Single Audit Report); Acceptance Of 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 1995:

General purpose financial statements;
Schedule of federal and state financial assistance;
Compliance with laws and regulations related to federal and state financial assistance;
Financial statements of the defined benefit pension plans; and
Student membership counts as required by the Department of Public Instruction.

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 all 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:

1. That the Board accept the following Deloitte and Touche year-end audit reports: General Purpose Financial Statements Audit Report; Student Membership Audit; Early Retirement Supplement and Benefit Improvement Plan; Supplemental Early Retirement Plan for Teachers; and Single Audit Report.

2. That the Board accept the Deloitte and Touche management letter.

3. That the Board accept the Superintendent's response to the Deloitte and Touche comments on accounting, administrative and operating matters detailed in the management letter.

Director Small moved to approve the Committee report.

The motion prevailed, the vote being as follows:

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

Noes—None.

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REPORTS OF SPECIAL COMMITTEES

REPORT OF THE INNOVATION/SCHOOL REFORM COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS

Your **Committee on Innovation/School Reform** advises the Board that, at the Board's direction, it held a hearing on proposed higher graduation standards from 3:00 to 9:00 PM, on February 12, 1996, and presents the following report of the testimony presented at the hearing and written comments received:

Testimony Received

A total of 27 people delivered testimony at the public hearing, 15 of whom were MPS staff. Of the MPS staff, 12 were teachers (8 of which were high school teachers); of the remaining 3 MPS staff, 2 were principals (Hartford Avenue Elementary and Washington High School) and one was a bilingual translator. Additionally, there were 5 parent representatives who spoke, 2 representatives from the business community, and 5 parents. Some of the MPS staff indicated they were also parents of children in MPS.

Seven individuals responded in writing or by fax with their comments on the proposed higher graduation standards. Five of these were in the form of letters, which are attached.

Support For Higher Standards

Public testimony supported the proposed higher graduation standards:

- Twenty-three of the 27 speakers indicated general support for the higher graduation standards, although most qualified their support with various other comments and suggestions. These individuals included:
  -Twelve of the 15 MPS staff;
  -Four of the 5 parent representatives;
  -All 5 of the parents;
  -Both (2) of the business representatives.
- One speaker indicated general opposition to the proposed higher graduation standards (an MPS teacher).
- Three speakers did not register a direct opinion for or against the standards, speaking on other related issues (2 MPS teachers and 1 parent representative).

Summary of public testimony on higher graduation standards:

- Five of the 23 speakers supporting higher standards argued the need for including some additional science graduation requirements.
- Several speakers suggested it was important to make certain that curriculum and other assistance is introduced into earlier grades to better ensure that the higher graduation standards are achieved.
- A number of speakers based their support for higher standards on the belief that all students can meet higher standards, if challenged, and given appropriate classroom assistance.
- A few of the MPS professionals spoke of the need to better integrate curriculum, particularly in science and math, and how it is important to emphasize higher level thinking skills and process as well as content.
- Some speakers questioned the merit of including the proposed community membership in the higher standard.
- Several speakers argued that the proposal to raise graduation standards should be complemented by efforts to address the needs of many students who view education less positively.
- The parent representatives spoke of how important it is to include parents in any higher standards considered and to help them help their children achieve these standards.
- The parent representatives from the bilingual/bicultural communities supported the higher standards, but urged special efforts to help students with limited English proficiency achieve the standards.
- One individual indicated that citizenship, civics and psychology of human relations needed to be added.
- The one individual voicing opposition to the proposed higher graduation standards suggested that it was more important to address the needs of students who are not succeeding. Further, that it is important to design graduation standards which relate better to needs beyond high school.
- The three individuals who did not voice a clear opinion on supporting the higher graduation standards all argued that there are other more pressing needs facing MPS than higher graduation standards.

Sampling of Individual Public Hearing Comments:

Public comments offering support, but with some conditions:

- I am definitely in favor of higher standards...I think that I would rather see my children graduate with a “C” with higher standards than graduate with an “A” without higher standards.

- I think it (the higher graduation standards) makes our expectations clear and known, providing that we do include our parents and teachers in keeping them informed as to how we plan to implement these standards.
- I really like the high standards...these are really good...but it is very difficult to get all of these things that I see at these high standards out of all of our students.
- When I first heard about these standards it was really scary...How are we going to do this?...but as I thought about the school we are designing, I thought, well, I know we can do this...
- I think that what we are talking about here is a revolutionary new way of getting kids to learn and process what we want and to learn...my concern is getting all parties to buy into it...
- If we can make sure (the communication requirement) is implemented in a way that kids have four years to work on the project and that is a real integral part of the high school curriculum where it is not just an exit piece, then I support it...
- In general, I support the standards...my biggest concern is that I think the standards in the realm of science need to be added and raised also.
- I think it would be very difficult to do (develop a proficiency for science) unless you have some kind of outcome based test which I don't support...science is generally very difficult for a student to have a proficiency unless they have gone through a course...
- We are currently working on piloting some assessment of science...to assess a child's ability in math and science...we are trying to integrate those into problem solving situations...
- Yesterday evening, a meeting of the parent leadership academy discussed the higher standards, and we came up with a policy statement...my statement to you today is that we feel strongly the proposed standards are good and that they should be drafted...we feel that the adults in our community should take responsibility for this in several ways, 1) reduce class size, 2) students should be allowed to take textbooks and materials home, 3) we need to encourage business and community to commit themselves to the training of our children, 4) we feel city officials and businesses can help by stabilizing employment and housing.
- I agree, and I applaud you for making this giant step (higher graduation standards), but I am concerned and hope that you will require uniform approaches to teaching...in the event students transfer and move to another school... and I would hope that you would look at K-12 instead of 4 through 12.
- I support the need for higher standards, but I do have some concerns as to whether it is for all students.
- I'm in favor of community service aspect, but I'm not sure I can support your extended degree of involvement...
- I have come to address the business community's interest in this...these standards will open doors for immediate work opportunities as well as college education and other vocational interests.
- I am concerned as to what has been done to include the parents into these higher standards...have you planned to implement programs that will help our parents to be able to help their children once they get home?
- You should add citizenship, civics (understanding government at all levels), and psychology of human relations instruction. Then, I believe, you'll have an informed student population possessing personal civility and knowledge of their role in the world community.

Public comments expressing concern, caution and other factors:

- I don't think we realize the situations some of our children are placed...many of them. I'm sorry, they don't have it...and if you are going to set up standards that they will never graduate, you will put them in a situation they will not get a high school diploma that will keep them from achieving a decent job...
- You want to set high standards, but you're not talking about how you are going to get to those standards...you have to set clear objectives for the children...objectives are how you reach the goal.
- Calculus as a mastery is problematic because you don't do the calculations and apply it...you do the computer programs and then you integrate it into what you're doing...

- We also have to do our best to limit student mobility...it is very difficult when you're teaching and everything is going great and all of a sudden in November they leave the school...that's a real issue that may be difficult with these standards.
- I think the standards are a bad idea in terms of math...standards themselves don't need students; you need much more than just standards.. some of the problems arise when we come up with standards without having a back up system for students who are struggling...

- I think the danger of expanding this list (higher standards) is the danger of exclusion...you run the risk of watering down the standards...I think the shorter and the more concrete the standards can be, the more impact they will have, and it will allow more flexibility at the school level...
- We also need to set clear expectations for behavior in schools...

Suggestions of the Committee based on the testimony presented
Based on the testimony received, your Committee suggests that the Board consider the following options:

1. Add a science standard or proficiency requirement.

2. Simplify and/or clarify the wording of the Community Membership standard.

3. Provide for the establishment of clear achievement benchmarks at each grade level to ensure progress through the grades in attaining graduation standards.

4. Provide for the concerns expressed by the members of the bilingual community regarding the assistance needed to help students achieve.

5. Develop a comprehensive communications plan to disseminate the higher standards, if adopted by the Board.

Received and ordered placed on file.

* * * * *

REPORTS OF THE INDEPENDENT HEARING PANEL OF THE BOARD OF SCHOOL DIRECTORS

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

Director Sinicki moved to accept the reports of the Independent Hearing Panel of the Board of School Directors for January 25, 1996, at 9:30 AM and 2:00 PM, January 29, 1996, January 30, 1996 at 9:30 AM; 11:30 AM and 2:00 PM; and January 31, 1996, 10:00 AM and 2:00 PM, February 7, 1996, February 8, 1996 and February 13, 1996.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

Director O'Neil moved to suspend Board rule 1.09 to allow the Board to hear and act on each item of business without resolving itself into a committee of the whole.

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

Ayes—Directors Braun, Gardner, O’Neil, Sinicki, Small and President Bills—6.

Noes—None.

(Item 1) Approval of Revised Trustee Agreements for Board Supplemental Pension Plans (ASC and Teacher Plans)

Administration's Analysis

1. One of the Board's pension initiatives is to establish insurance requirements and strengthen the indemnification provisions in the trust agreements between the trustee, Marshal & Ilsley Trust Company (M&I), and the Board for the MBSD Early Retirement Supplement and Benefit Improvement Plan ("ASC" Plan) and the MBSD Supplemental Early Retirement Plan for Teachers ("Teachers" Plan).

2. The Administrative Committee for the ASC Plan recently approved a revised trust agreement for the ASC Plan and has recommended that same be presented to the Board for consideration and approval. This new agreement was drafted by the City Attorney and includes the desired insurance and indemnification provisions as well as other updated provisions which more closely dovetail with the Plan document.

3. The trust agreement for the Teacher Plan was revised by a supplement which includes the desired insurance and indemnification provisions. Since the codification of the Plan is not finalized, the trust agreement for the Plan was not rewritten. The MTEA was provided with a copy of the proposed supplement to the Teacher Plan trust agreement.

4. M&I, trustee for these Plans, has also approved the revised ASC Plan trust agreement and the supplement to the Teacher Plan trust agreement. It also has confirmed its compliance with the insurance requirements.

Strategic Plan Compatibility Statement

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

Statute, Board Policy or Rule Statement

6. The ASC Plan trust agreement and the supplement to the Teacher Plan trust agreement be implemented when fully signed and executed by the MBSD and M&I.

Fiscal Impact Statement

7. There are no costs to the Board or to the Plans associated with the recommended revisions to the trust agreements.

Implementation and Assessment Plan

8. The revised ASC Plan trust agreement and supplement to the Teacher Plan trust agreement will be executed by the Board President upon approval by the Board.

Superintendent's recommendations

1. That the Board ratify the revised trust agreement for the ASC Plan.

2. That the Board ratify the trust agreement and the supplement for the Teacher Plan.

3. That the Board authorize the Board president to execute the revised trust agreement for the ASC plan and the trust agreement and supplement for the Teacher Plan

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 2) Approval of a Contingent Fund Transfer Related to a Lawsuit to Compel the State of Wisconsin to Provide Greater Equity in School Funding

Administration's Analysis

1. MPS is a member of the Association for Equity in Funding. The Association consists of 152 school district members in support of financial equity among school districts and equal educational opportunity for every child. Associate members include the MTEA, ASC, City of Milwaukee, Family Service of Milwaukee and Common Cause.

2. On January 19, 1995, the membership of the Association unanimously approved the following motion:

"That the Association prepare and organize for litigation; that the Association begin the process of forming a s. 66.30 organization; that the treasurer and the 66.30 host district be added to the steering committee; that the steering committee be directed to attempt to increase the number of participating 66.30 districts; and that participating districts be assessed 1/2 cent per thousand of taxable property (.000005) for 1994-95."

3. On March 29, 1995, the Milwaukee Board of School Directors approved MPS participation in the 66.30 intergovernmental cooperation agreement which would govern the management of the litigation. The Board also approved the payment of $70,224.27 as MPS' share of the membership assessment for 1994-95.

4. On October 12, 1995, 96 school districts, 23 parents, 45 students and 5 taxpayers filed suit in Dane County Circuit Court challenging the constitutionality of Wisconsin's school finance system. In addition to MPS, the Milwaukee plaintiffs are:

Michael Endress and Susan Endress, individually and as parents of Jill Endress and Megan Endress,

Margaret McGinnity and Thomas McGnnity, individually and as parents of Ann McGinnity, Kate McGinnity, Megan McGinnity and Betsy McGinnity,

Denise Callaway Reistad and Gary Reistad, individually and as parents of George Reistad, Kelsey Reistad and Sonja Reistad,

Jacqueline Ward, individually and as parent of Jessica Justiniano and Tatiana Justiniano,

Mary Bills, and

Douglas Haselow.

5. The budget of the Association for litigation is summarized below:

Year	Projected Assessment	Projected Amount	Cumulative
1994-95	.5¢/M	$184,479	$184,479
1995-96	.9¢/M	$352,929	$537,408
1996-97	.9¢/M	$380,000	$917,408
1997-98	.9¢/M	$410,000	$1,327,408
	Interest earnings	$15,000	$15,000
TOTAL	3.2¢/M		$1,342,408

If funds collected exceed the cost at the conclusion of the Association's efforts, a proportionate refund will be made to all participating school districts. The suit also seeks recovery of all legal costs and any amount recovered would be proportionately distributed to participating districts.

6. On January 18, 1996, the Association approved a membership assessment for 1995-96 of nine-tenths of one cent per thousand of taxable property (.000009).

Strategic Plan Compatibility Statement

7. The recommendation supports all three Board goals of academic achievement, equity and fiscal responsibility.

Statute, Board Policy or Rule Statement

8. The recommendation is consistent with previous Board action to participate in school finance litigation.

Fiscal Impact Statement

9. The assessment of 0.9 cent per thousand of taxable property will cost MPS $131,103 in 1995-96, which is equivalent to 45¢ on a $50,000 home. The litigation budget assumes both a trial and an appeal regardless of the outcome at the trial level.

Implementation and Assessment Plan

10. The Association has identified disequalizing factors in the current school finance system and has proposed legislation to provide financial equity among school districts and assure equal educational opportunity for all children. Those factors were not adequately addressed in the 1995 state budget, and litigation was initiated. The constitutional challenge of the current school finance system is expected to take three to four years for ultimate resolution.

Superintendent's recommendation

That the Board authorize the expenditure of funds in the School Operations Contingent Fund earmarked for this purpose in the amount of $131,103 for the purpose of paying MPS' assessment for 1995-96.

Director Sinicki moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 3) Approval of an Intergovernmental Cooperation Agreement with the City Relative to the Payment of Debt Service on MPS Loans from the Common School Fund

Administration's Analysis

1. The legislature has authorized various school districts to borrow from the Common School Trust Fund and levy taxes to repay those loans. While MPS is also authorized to borrow from the Common School Trust Fund, MPS is not authorized to levy taxes for the repayment of those loans.

2. In order to allow MPS to take advantage of the Common School Trust Fund borrowing, the attached Intergovernmental Cooperation Agreement with the City has been drafted by the City Attorney.

3. Under the Intergovernmental Cooperation Agreement, after the Board's application for a loan is approved, the City will authorize the borrowing from the Common School Trust Fund, use the proceeds to allow MPS to purchase certain building improvements, convey those improvements to the City and lease them back for a rent equal to the debt service on the Common School Trust Fund Loan and the City will levy a tax to repay for the debt service.

Strategic Plan Compatibility Statement

4. Approval of the recommendation will resolve the legal question relative to payment authority and avoid a conflict with the City.

Statute, Board Policy or Rule Statement

5. The recommendation is consistent with previous Board action on repayment of loans from the Common School Trust Fund.

Fiscal Impact Statement

6. Approval of the recommendation creates no fiscal impact. Failure to approve the recommendation may have an adverse impact either through a conflict with the city, unpaid debt service, and/or a reduced bond rating for the City.

Implementation and Assessment Plan

7. Other than approval of the intergovernmental cooperation agreement, no action is necessary.

Superintendent's recommendation

That the Board approve the Intergovernmental Cooperation Agreement and direct the Board President and Clerk to execute the Agreement on behalf of the Board.

The Superintendent requested that this item be held over to the February 28, 1996, Board meeting.

There being no objection, the request was granted.

* * * * *

(Item 4) Action on a Recommendation to Reestablish the Special Committee on Policies Relating to Recreational Matters

Administration's Analysis

1. The Division of Community Recreation is responsible for the operation of recreation programs in the City of Milwaukee. Cooperative planning for these programs with other governmental agencies such as the Milwaukee Common Council and the Milwaukee County Board of Supervisors has proven to be necessary and beneficial to ensure adequate levels of service.

2. The Board of School Directors adopted a resolution on November 2, 1971, regarding the establishment of jurisdictional and spatial standards for outdoor public recreational areas as recommended by the Special Committee on Policies Relating to Recreational Matters. This was a committee consisting of representatives from the School Board, the Milwaukee County Board of Supervisors, and the Milwaukee Common Council.

3. Decreasing resources require increased collaboration and coordination. Recreation Division staff continues to work with governmental agencies and community based organizations in planning, sponsoring, and operating various public recreational programs for City of Milwaukee residents.

4. As the need increases for more diverse and targeted recreational program services, greater coordination of public policies and program planning is required by the governmental recreational service providers.

5. To ensure continued and increased coordination at the policy level, the "Special Committee on Policies Relating to Recreational Matters" should be re-established. In addition to recreational facility standards, the Committee will also be involved with program planning, coordination, and use of public resources necessary to provide public recreational opportunities for City of Milwaukee residents.

6. In February 1996, the following resolution is being proposed to the Milwaukee Common Council, the Milwaukee County Board of Supervisors, and the Milwaukee Board of School Directors:

WHEREAS, Parks and recreation have long been recognized as priorities in quality of life programming for Milwaukee citizens; and

WHEREAS, Milwaukee County, the City of Milwaukee, and Milwaukee Public Schools have been leaders in public recreational programming; and

WHEREAS, In 1971 the County, City, and MPS governmental units approved a resolution that formed a Special Committee on Policies Relating to Recreational Matters (City file #71-893); and

WHEREAS, The Special Committee on Policies Relating to Recreational Matters recommended approval of "revised standards" for recreational areas in the Milwaukee area and the coordination of construction activity among the several governmental units; and

WHEREAS, A report issued by the Public Policy Forum in 1991 addressed the status of recreational opportunities and recreational needs in Milwaukee County; and

WHEREAS, The Public Policy Forum Report (A Focus on Recreation in the Milwaukee Agenda - 1991) identified the needs and gaps in recreational service delivery; and

WHEREAS, The Public Policy Forum Report recommended that a "Voluntary Planning Council" consisting of representatives from MPS, the County Department of Parks and Recreation, the Mayor's Office, Social Development Commission, and various community based organizations be convened to clarify roles, explore opportunities for coordination, and increase the ability of recreation service providers to respond effectively to neighborhood needs; and

WHEREAS, In 1992 the Milwaukee Recreation Council was formed to facilitate this cooperation among and between public and private recreation service providers with "Summer Stars" and "Prime Time" recreation programs being the results of this cooperation; and

WHEREAS, A coordinated and formal approach by public recreational governmental units, acting jointly, would expand and improve the recreational services offered in the Milwaukee metropolitan area; now, there, be it

RESOLVED, That the Milwaukee Board of School Directors, in conjunction with the Milwaukee Common Council and the Milwaukee County Board of Supervisors, hereby re-establishes the Special Committee on Policies Relating to Recreational Matters (Ref. City file #71-893) and hereby expands the scope of its responsibilities to assume the coordinating and planning role for the use of public resources in providing recreational services in the Milwaukee community; and, be it

FURTHER RESOLVED, That the Special Committee on Policies Relating to Recreational Matters be comprised of six appointed members. One member shall be appointed by the Mayor of the City of Milwaukee; one member shall be appointed by the President of the Common Council; one member shall be appointed by the Chairman of the County Board of Supervisors one member shall be appointed by the County Executive of Milwaukee; one member shall be appointed by the President of the Milwaukee Board of School Directors; and one member shall be appointed by the Superintendent of Schools; and be it

FURTHER RESOLVED, That the Special Committee on Policies Relating to Recreational Matters be directed to work with community and private based recreation organizations, especially the Milwaukee Recreation Council, in the joint development and coordination of recreational programs for the citizens of the Milwaukee metropolitan area.

Strategic Plan Compatibility Statement

7. This action supports the Board's goals for increased academic achievement and student success with community support and involvement.

Fiscal Impact Statement

8. This action will have no negative impact on the Division of Community Recreation. It is anticipated that improved coordination and joint decisions on future policies and funding will assist the division.

Superintendent's recommendation

That the Board approve the resolution re-establishing the "Special Committee on Policies Relating to Recreational Matters".

Director Small moved that the Board adopt the following resolution, amended to reflect the action of the Milwaukee County Board of Supervisors:

WHEREAS**,** parks use and recreation programming have long been recognized as priorities in quality of life programming for Milwaukee citizens; and

WHEREAS, Milwaukee County, the City of Milwaukee, and Milwaukee Public Schools (MPS) have been leaders in public recreational programming; and

WHEREAS, in 1971 1952 the County, City and MPS governmental units approved a resolution (City File No. 52-1360) that formed a Special Committee on Policies Relating to Recreational Matters; (City file #71-893); and

WHEREAS, the committee, consisted of six members, two members each representing Milwaukee County, the City of Milwaukee and the Milwaukee Board of School Directors; and

WHEREAS, that Special Committee on Policies Relating to Recreational Matters recommended approval of "revised standards" for recreational areas in the Milwaukee area and the coordination of construction activity among the several governmental units, and

WHEREAS, a report issued by the Public Policy Forum in 1991 addressed the status of recreational opportunities and recreational needs in Milwaukee County, and

WHEREAS, the Public Policy Forum Report (A Focus On Recreation In The Milwaukee Agenda-1991) identified the current needs in recreational activities and the gaps in recreational service delivery; and

WHEREAS, the Public Policy Forum Report recommended that a "Voluntary Planning Council", consisting of representatives from MPS, the County Department of Parks, Recreation and Culture, and Recreation Department, the Mayor's office, Social Development Commission and various community-based organizations, be convened to clarify roles, explore opportunities for coordination and increase the ability of recreation service providers to respond effectively to neighborhood needs; and

WHEREAS, in 1992 the Milwaukee Recreation Council was formed to facilitate this cooperation among and between public and private recreation service providers with "Summer Stars" and "Prime Time" recreation programs being the results of this cooperation, and

WHEREAS, a coordinated and formal approach by public recreational governmental units; acting jointly, would should expand and improve the recreational services offered in the Milwaukee metropolitan area; now and

WHEREAS, the Committee on Parks, Recreation and Culture, on 2/6/96, approved an amended resolution which included the appointment of a seventh member by the President, Intergovernmental Cooperation Council (Vote 7-0); now, therefore

BE IT RESOLVED THAT, the Milwaukee Board of School Directors, in conjunction with the Milwaukee Common Council and the Milwaukee Board of Supervisors hereby re-establishes the Special Committee on Policies Relating to Recreational Matters (Ref.: City file #71-893 #52-1360) and hereby expands the scope of its responsibilities to assume the coordinating and planning role for the usage of public resources in providing recreational services in the Milwaukee community; and be it

FURTHER RESOLVED THAT, the Special Committee on Policies Relating to Recreational Matters be comprised of six seven appointed members. One member shall be appointed by each of the following: the Mayor of the City of Milwaukee, one member shall be appointed by the President of the Common Council, one member shall be appointed by the Chairman of the County Board of Supervisors, one member shall be appointed by the County Executive of Milwaukee, one member shall be appointed by the President of Milwaukee Board of School Directors, and one member shall be appointed by the Superintendent of Schools and President of the Intergovernmental Cooperation Council; and be it

FURTHER RESOLVED THAT, the Special Committee on Policies Relating to Recreational Matters be directed to work with community and private based recreation organizations, especially the Milwaukee Recreation Council, in the joint development and coordination of recreational programs. for the citizens of the Milwaukee Metropolitan Area.

The resolution was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None

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(Item 5) 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

PLAYGROUND RESURFACING

Ninety-fifth Street School
Payne & Dolan, Inc., low bidder, base bid of $54,895, plus $3,800 for mandatory alternate bid 1 to replace existing basketball court post, backboards and goals and provide new gooseneck poles, for a total contract of $58,695

HEATING SYSTEM RECONDITIONING WORK (REBID)

Greenfield School
Milwaukee Furnace Company, Inc., low bidder, base bid of 61,213

ARCHITECTURAL DESIGN SERVICES

Craig Elementary School
The Wilson Firm, to provide design services at 5.25% of the construction cost, estimated at $1,730,000, for a total estimated contract of 90,825

Authorization to Make Purchases

SS-199 Pentium Based Classroom Computers (Walker)

Forty-two Pentium based classroom computers with sound cards and ten printers for a total of $81,574
The Purchasing Department will determine the most cost-effective model to be purchased based upon competitive bids, Wisconsin state contracts, or other educational discounts.

Report of Revenues and Expenses and the Expenditure Control Report:

A. Statement of Revenues as of January 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	$370,733,498	$278,290,260	57.1%
Categorically Aided	71,272,090	7,219,791	78,491,881	26,455,245	52,036,636	33.7%
School Nutrition	24,943,898	0	24,943,898	10,959,581	13,984,317	43.9%
Construction	21,731,000	0	21,731,000	14,135,210	7,595,790	65.0%
Extension	6,296,113	0	6,296,113	5,447,406	848,707	86.5%

B. Statement of Expenses as of January 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,345	$666,758,104	$337,519,781	$329,238,323	50.6%
Categorically Aided	71,272,090	7,863,294	79,135,384	33,423,200	45,712,184	42.2%
School Nutrition	24,943,898	132,132	25,076,030	12,113,924	12,962,106	48.3%
Construction	21,731,000	9,437,928	31,168,928	17,773,080	13,395,848	57.0%
Extension	6,296,113	44,125	6,340,238	3,125,562	3,214,676	49.3%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through January 31, 1996, and payrolls through January 26, 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. No action is required.

Superintendent's recommendations

1. That the Board award the above contracts

2. That the Board authorize the above purchase.

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

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 6) 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 and School Social Workers

2. The Superintendent recommends that the Board approve the following appointments of teachers and physical therapists, 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for December 1995, is attached. This is an informational report; no action is required.

Superintendent's Recommendation

That the Board approve the classified personnel transactions, appointments of certificated personnel and the leaves of absence as listed below.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Sherry Alston Fac. & Main.	Painter Apprentice $6.33/hr.($12,660.00/yr.)	01-22-96
Luis Barbosa Fac. & Main.	Painter Apprentice $6.33/hr.($12,660.00/yr.)	01-22-96
Steve Hochhalter Fac. & Main.	Small Engine Mechanic $28,658.50/yr.	02-05-96
Michael Knezic Fac. & Main.	Engine Mechanic $25,672.40/yr.	02-05-96
	PROMOTIONS	
Tom Beay Fac. & Main.	School Engineer I $29,836.56/yr.	01-29-96
Angela Chojnacki School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	01-08-96

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Barbara Fields Dr. King Elementary	School Secretary I $15,157.33/yr.	02-06-96
Daniel Fullington Fac. & Main.	School Engineer I $26,247.00/yr.	01-29-96
Taranada Hughes McNair	Food Service Manager I $12,931.34/yr.	01-29-96
Beth Kralj Wisconsin Avenue	Food Service Manager II $13,783.62/yr.	01-17-96
Frank Morris Washington	Building Service Helper II $20,038.46/yr.	01-15-96
Thomas Obst Fac. & Main.	School Engineer I $29,836.56/yr.	01-29-96
Richard Pluta Morse	Building Service Helper II $20,038.46/yr.	01-29-96
Vivenne Pryor Keefe	School Secretary I $15,157.33/yr.	01-24-96
James Scharpf Garfield	Food Service Manager II $13,783.62/yr.	01-17-96
	RETURNS FROM LEAVE	
Susan Greis Webster	School Secretary I $15,777.11/yr.	01-22-96
	REINSTATEMENTS	
Greg Beck Fac. & Main.	School Engineer I $32,429.28/yr.	01-08-96
	CHANGES IN STATUS	
Thomas Barczewski Audubon	Boiler Attendant $28,334.28/yr.	01-29-96
Deanna Crowell King	School Secretary I $19,013.02/yr.	01-16-96
Lloyd Griffin Steuben	School Engineer III $38,792.78/yr.	01-15-96
Katie Hathaway King	Food Service Manager III $18,975.43/yr.	08-31-95
Carolyn Johnson Franklin	School Secretary I $15,157.33/yr.	03-11-96

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, cont'd	
Johnnie Johnson Lancaster	School Secretary I $15,157.33/yr.	02-05-96
Carol Polzyn Goodrich	School Secretary I $15,157.33/yr.	01-08-96
Cynthia Quintero Bay View	School Secretary I $21,984.04/yr.	01-10-96
Mary Vella Kilbourn	School Secretary I $18,353.11/yr.	01-29-96

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between November 22, 1995, and December 5, 1995, inclusive:				
(r)	Dianna S. Stoecker Elementary	B	25,634	1	11-27-95
	Effective between December 6, 1995, and December 18, 1995, inclusive:				
(r)	Nanci C. Ulrich Grade 5	B	24,413	0	12-12-95
	Effective between December 19, 1995, and January 10, 1996, inclusive:				
(r)	Sharon L. Chandler Grade 4	B	25,634	1	01-02-96
(r)	Dawn M. Flewellen Head Start	B	28,075	3.5	01-02-96
(r)	Jean Konieczny-Heideman EC:EEN/Kindergarten	B	25,634	1	01-02-96
(r)	Migdalia N. Ortiz Elementary/Bilingual	B	24,413	0	01-10-96
	Effective between January 11, 1996, and January 24, 1996, inclusive:				
(r)	Erica N. Agbaji Kindergarten	B	24,413	0	01-16-96
(r)	Julie B. Bagrowski Elementary	B	24,413	0	01-11-96

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between January 11, 1996, and January 24, 1996, inclusive:				
(r)	Jeanie K. Benson Upper Elem./Science	B	24,413	0	01-19-96
(r)(b)	M. Alice Edgar Music	E	50,563	16	01-22-96
(r)	Christopher J. Hauser Upper Elem./Grade 6	C	30,345	2.5	01-18-96
(r)	Laura A. Jackson Grade 4	B	24,413	0	01-22-96
	Effective between January 11, 1996, and January 24, 1996, inclusive:				
(nr)	Rachelle L. Malkowski Kindergarten	B	24,413	0	01-22-96
(r)	Leela P. Miller Music	B	24,413	0	01-22-96
(r)	Heather J. Newport Grade 3	B	24,413	0	01-17-96
(nr)	Lance E. Potter Orientation & Mobility	E (+ $1,000 for earned Ph.D.)	30,028	0	01-16-96
(r)	Stacy M. Stalker Speech Pathology	B	24,413	0	01-16-96
	Effective between January 25, 1996, and February 6, 1996, inclusive:				
(r)	Karen A. Ambrosh Upper Elementary	B	24,413	0	01-29-96
(r)	Anne M. Archer Upper Elementary	B	24,413	0	01-29-96
(r)	Kellie M. Carson Upper Elementary	B	24,413	0	01-29-96
(nr)	Jennifer M. Fuhrmann Upper Elem./Mathematics	B	24,413	0	01-29-96
(nr)	Timothy M. Glander Band/Instrumental Music	B	30,516	5.5	01-29-96
(r)	Rex Green E. D.	C	27,587	0	01-29-96

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between January 25, 1996, and February 6, 1996, inclusive:					
(r)	Cheri R. Harrington Upper Elem./Science	B	24,413	0	01-29-96
(r)	Latricia C. Johnson Upper Elementary	B	24,413	0	01-29-96
(r)	Reginald Johnson Science/Physics/BF Science	B	24,413	0	01-29-96
(r)	Loula Luckett-Roberson E. D.	B	24,413	0	01-29-96
Effective between January 25, 1996, and February 6, 1996, inclusive:					
(r)	Shannon E. Murray Upper Elem./English	B	24,413	0	01-29-96
(r)	Jennie R. Pankau Upper Elem./Grade 6	B	24,413	0	01-29-96
(r)	Kristin R. Roehr Science/Chemistry	B	24,413	0	01-29-96
(nr)	Gretchen D. Ross Kindergarten	B	24,413	0	01-25-96
(r)	Carrie A. Schmanski Spanish	B	24,413	0	01-29-96
(nr)	Gary S. Tome Physical Education	B	24,413	0	01-29-96

(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

Illness Leave, to January 26, 1996:	Present Assignment	Effective From
Joseph Carpenter Jr.	Morse	November 22, 1995

	Present Assignment	Effective From
Illness Leave, to June 14, 1996:		
Shirley Bowders	Mitchell	November 13, 1995
Gary Brunkhorst	27th Street	November 22, 1995
Carole Yankus	King HS	November 16, 1995
Maternity Leave, to June 14, 1996:		
Jill Zywicki	Audubon	March 9, 1996
Personal Leave, to June 14, 1996:		
Judith Swanson	Wheatley	February 5, 1996
Personal Leave, to January 1997:		
Milagros Caceres	Wisconsin Ave.	January 29, 1996
Extension of Illness Leave, to June 14, 1996:		
Anthony Long	Leave	January 29, 1996
Carol Weiss	Leave	January 29, 1996
Extension of Study Leave, to June 14, 1996:		
M. Lucia Cardoso	Leave	January 29, 1996

CURTAILMENT OF LEAVE:

Donna Okray —Was granted a personal leave from August 30, 1995, through June 14, 1996. Rescinded leave effective February 1, 1996.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
James B. Alby	Teacher	04-12-96
Gether Ashton	Teacher	12-20-95
Veronda R. Bee	Teacher	12-20-95
Mary M. Brueckner	Teacher	12-27-95
Dorothy M. Farmer	Teacher	01-26-96
Catherine P. Frugoli	Teacher	01-25-96
Jennifer S. George	Teacher	06-14-96
Audrey L. Heberer	Teacher	01-26-96
Juan C. Helmstedt	Teacher	01-25-96
Mary P. Hoffmann	Teacher	11-02-95

Name	Position	Effective Date
Judith A. Jasna	Teacher	01-26-96
Jean B. Karpinski	Teacher	01-26-96
Darwin E. Mills	Teacher	01-18-96
John R. Ogilvie	Teacher	12-28-95
Diana T. Otto	Teacher	08-29-95
Thomas C. Pyzyk	Teacher	01-26-96
Alice C. Saputo	Teacher	06-14-96
Jacqueline S. Walker	Teacher	12-20-95
Gerald E. Zunk	Teacher	01-26-96

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

* * * * *

(Item 7) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

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

(r)	Stevie Summers Division of Educational Research	Research Coord. - Accountability	Schedule III, Range 10A $67,763

Director Braun moved to approve the Superintendent's recommendation.

The promotion was approved, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki, Small and President Bills—5.

Noes—Director O'Neil—1.

* * * * *

The Board adjourned at 7:52 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 28, 1996

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

Present—Directors Braun, Fisher, Gardner (6:55 PM), Johnson, O'Neil, Sinicki, Small, Todd and President Bills—9.

Absent—None.

AWARDS AND RECOGNITIONS

Black History Month is celebrated in February throughout the Milwaukee Public Schools. Thousands of students, parents, and staff members are experiencing a variety of engaging activities to commemorate the history and experience of the African American culture as well as to celebrate the many outstanding contributions of famous Black Americans. **A special observance of Black History Month will be held at tonight's meeting of the Milwaukee Board of School Directors. A well-known African American story teller in the Milwaukee community, Mr. Tejumola Ologboni, will make a short presentation**.

APPROVAL OF MINUTES

The minutes of the January 31, 1996, regular Board meeting were approved as printed.

* * * * *

REPORTS OF STANDING COMMITTEES

Director Johnson moved to suspend Board Rule 1.08 (2) to consider the report of the Legislation, Rules and Policies Committee, since it was formulated less than 48 hours prior to the Board meeting.

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

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

Noes—None.

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

President Bills 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) Resolution by Director Gardner Regarding Board Rules Governing Complaints Against Board Members.

Your Committee reports having considered a resolution by Director Gardner regarding Board rules governing complaints against Board members.

Your Committee advises the Board that it intends to submit to the Board, no later than March 31, 1996, a procedure regarding the manner of hearing and disposing of complaints against a Board member.

* * * * *

(Item 2) Resolution by Director Johnson Regarding a Periodic Three-Year Revision of Board Policies, Rules and Procedures.

Your Committee reports having considered the following resolution by Director Johnson:

WHEREAS, The Milwaukee Public Schools Board of School Directors' primary responsibility is to develop policies that will support the education of children and the operation of the school district; and

WHEREAS, The Milwaukee Public School Board Office of Board Governance has undertaken the revision of these policies, rules and procedures; and

WHEREAS, Many policies, rules and procedures may be effective and beneficial to the district presently, and

WHEREAS, They may not continue to be beneficial to the district, but may impede progress; now, therefore, be it

RESOLVED, That all of the Milwaukee Public Schools' policies, rules and procedures will sunset each three years; and be it

FURTHER RESOLVED, That each third year the Board of School Directors and its designee will revisit all of its policies, rules and procedures to determine their coherence and appropriateness to the present mission of the school district.

Committee recommendation

Your Committee recommends that each fifth year the Board of School Directors and its designee will revisit all of its policies, rules and procedures to determine their coherence and appropriateness to the present mission of the school district.

* * * * *

(Item 3) Report and Recommendations Regarding Current Legislative Matters.

Your Committee reports having considered various current legislative matters submitted by the Superintendent.

A. EMPLOYMENT/ARBITRATION
A1. Child Abuse by Certified Staff

Administration's analysis

Currently school districts must report to the state superintendent the name of any licensed employee who: is charged with or convicted of a crime against children; is convicted of 4th degree sexual assault; or is terminated for engaging in immoral conduct. This information is retained by DPI and is not made available to school districts.

Superintendent's original recommendation

Require DPI to attach to the permanent file of any licensee any and all information now reported to the department relative to charge or conviction of a crime against a child or other related inappropriate conduct of that licensee under s. 115.31 (3)(a). Any information in the permanent file of the licensee shall be disclosed by DPI to any school district upon request for verification of certification. Specific items and information to be made a part of the permanent file include reports that: the person is charged with, or convicted of a crime under ch. 948, including a crime specified under s. 948.015, a felony with a maximum term of imprisonment of at least five years or a crime in which the victim was a child; the person is convicted of 4th degree sexual assault under s. 940.225 (3m); the person is dismissed, or his or her contract is not renewed, by the employer based in whole or in part on evidence that the person engaged in immoral conduct; or the person resigns and the administrator has a reasonable suspicion that the resignation relates to the person having engaged in immoral conduct.

Committee recommendation

Your Committee recommends that the Board support legislation that:

Requires DPI to attach to the permanent file of any licensee any and all information now reported to the department relative to charge or conviction of a crime against a child or other related inappropriate conduct of that licensee under s. 115.31 (3)(a). Any information in the permanent file of the licensee shall be disclosed by DPI to any school district upon request for verification of certification. Specific items and information to be made a part of the permanent file include reports that: the person is charged with, or convicted of a crime under ch. 948, including a crime specified under s. 948.015, a felony with a maximum term of imprisonment of at least five years or a crime in which the victim was a child; the person is convicted of 4th degree sexual assault under s. 940.225 (3m).

Your Committee reports having referred the following language to the City Attorney for an opinion:

The person is dismissed, or his or her contract is not renewed, by the employer based in whole or in part on evidence that the person engaged in immoral conduct; or the person resigns and the administrator has a reasonable suspicion that the resignation relates to the person having engaged in immoral conduct.

A2. Child Abuse by Noncertified Staff

Administration's analysis

Currently school districts must report to the state superintendent the name of any unlicensed employee who is convicted of a crime against a child or 4th degree sexual assault. This information is retained by DPI and is not made available to school districts.

Committee recommendation

Your Committee recommends that the Board support legislation that:

Requires DPI be to disclose to any school district, upon request, any information reported to the department relative to the conviction of a crime against a child of any individual employed by any educational agency under s. 115.31 (3) (b).

Specific information to be disclosed is the name of any person employed by the educational agency who is convicted of a crime under ch. 948, including a crime specified under s. 948.015, a felony with a maximum term of imprisonment of at least five years or a crime in which the victim was a child, or of 4th degree sexual assault under s. 940.225 (3m).

A3. Revocation of Teacher License

Administration's analysis

Currently the state superintendent is not required to revoke the license of a teacher disciplined for an action that adversely impacts the health, safety or welfare of a student.

Committee recommendation

Your Committee recommends that that the Board support legislation that requires DPI be to revoke the license of any teacher disciplined for any action that adversely impacts the health, safety or welfare of any student.

A4. Arbitration Process

Administration's analysis

Currently arbitrators are selected by each party alternately striking names from a list provided by the WERC; and there is no process for evaluation or accountability of arbitrators and the results of their decisions.

Committee recommendation

Your Committee recommends that the Board request the Governor to appoint a study commission to establish an objective assignment, evaluation and accountability process for all state arbitrators.

B. MILWAUKEE PARENTAL CHOICE PROGRAM

B1. Choice - Potential Aid Loss

Administration's analysis

Currently tuition payments for Choice students are based on MPS average equalization aid and the students are counted for aid as if they were enrolled at MPS. The amount of additional aid generated by counting these students is less than the average amount of aid which follows them to the private school. As a result, MPS will experience a net revenue loss for every child who participates in the Choice program. In addition, MPS is forced to absorb the cost of tuition for all Choice students entering kindergarten as their tuition is taken form MPS a year before any aid is received. The potential aid loss to MPS attributable to Choice students is expected to increase in 1996-97 if the currently enjoined state budget provisions are upheld.

Committee recommendation

Your Committee recommends that the Board support legislation to amend the system of funding the Choice program so that MPS is not forced to absorb a net revenue loss for every Choice student. This can be accomplished by having the state make a direct payment from state funds for the tuition of Choice students. The current payment system of including Choice students in MPS enrollment would be abolished.

B2. Choice - Potential Revenue Limit Reduction

Administration's analysis

Currently the number of Choice students has no effect on MPS revenue limits; but the currently enjoined state budget provisions would require MPS to reduce its revenue limits in proportion to any enrollment decline beginning in the year of enrollment. MPS is not aware of the students enrolled in the Choice program until late September which is several months after the school district budget is adopted.

Consequently, MPS may be forced to reduce its operating budget midway through the first semester of 1996-97 without having time to plan and budget for those reductions. Once the MPS budget is reduced, it would be very difficult for MPS to provide educational services for Choice pupils who return to MPS.

Committee recommendation

Your Committee recommends that the Board support legislation to amend the revenue limit provision so that MPS is able to plan and budget for any necessary system reduction. This can be accomplished by shifting the initial revenue limit effect of Choice students to the year following their enrollment in the program.

C. CHARTER SCHOOLS

C1. Denial of Charter School Petition

Administration's analysis

Currently the newly created state Department of Education may overrule the denial of a Charter school petition by the MPS Board and grant a charter to operate a school. The statutes do not require the state to provide funding for a Charter school established in this manner.

Committee recommendation

Your Committee recommends that the Board support legislation to have the state provide payment for operation of a Charter school created when the MPS Board decision to deny a petition is overruled by the State Department of Education.

D. STATE SCHOOL AID

D1. Full Day K4 Students

Administration's analysis

Currently four-year-old kindergarten students are counted as half-time students even if they attend a full-time program.

Committee recommendation

Your Committee recommends that the Board support legislation to provide that all day K4 students be counted as full-time students for state aid and revenue limit purposes.

D2. K3 Students

Administration's analysis

Currently three-year-old kindergarten programs are not aided by the state.

Committee recommendation

Your Committee recommends that Montessori K3 students be counted in proportion to their hours of instruction for state aid and revenue limit purposes.

D3. TABS

Administration's analysis

Currently the TABS program is funded by the state. The 1995-97 state budget shifted the funding responsibility to MPS in 1996-97.

Committee recommendation

Your Committee recommends that the Board support legislation to have the state the state provide funding for the TABS program.

Your Committee recommends that the Board be required to develop a legislative agenda no later than the last regularly scheduled Board meeting in October.

Separate consideration having been requested of Item 2, and Item 3, parts B1 and C, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Johnson moved to strike the word "fifth" and replace it with the word "third."

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

Ayes—Directors Braun, Fisher, Gardner and Johnson—4.

Noes—Directors O'Neil, Sinicki, Small, Todd and President Bills—5.

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

Ayes—Directors Gardner, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Braun, Fisher and Todd—3.

Item 3, parts B1 and C, having been set aside for separate consideration, Director Johnson moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Braun, Gardner and Todd—3.

* * * * *

REPORTS OF SPECIAL COMMITTEES

REPORT OF THE INNOVATION/SCHOOL REFORM COMMITTEE
Hearing on School Governance Models and Student Attendance and Behavior Standards

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

TO THE BOARD OF SCHOOL DIRECTORS

Your **Committee on Innovation/School Reform** advises the Board that, at the Board's direction, it held a hearing on governance models and student behavior and attendance, from 3:00 to 9:00 PM, on February 20, 1996, and presents the following report of the testimony presented at the hearing and written comments received:

TESTIMONY RECEIVED

A total of 40 people provided public testimony. Twenty-three delivered testimony at the public hearing and 17 responded by letter, fax or phone.

Twenty-three of the 40 people indicated they were parents of children in MPS, 15 indicated they were MPS staff members and 5 others were of other affiliations. Some MPS staff indicated they were also parents.

HIGHLIGHTS OF PUBLIC COMMENTS ON GOVERNANCE

Most public comments focused on governance and related parental involvement in the schools.

- Nearly two-thirds of the parents argued in favor of increasing parental involvement in the governing of their schools, although much of this comment was more broadly connected to a desire for better communication of what is going on in the schools.
- Over half of the people indicated they did not know enough about local school governance models to offer an informed opinion.
- Most of the MPS staff suggested that increasing parental involvement in governing local schools should be done cautiously with clearly defined roles and safeguards.
- About a third of the parents noted that most of them do not have the time to dedicate to expanded governing roles in their schools, which may be best left to the professionals.
- Several individuals suggested that the Chicago model of school governance may not be a good model to emulate, considering the problems of that school district.
- A few parents and MPS staff suggested there was need for greater training and expanded inservice if parents were to assume more governing responsibilities.

HIGHLIGHTS OF PUBLIC COMMENTS ON STUDENT BEHAVIOR AND ATTENDANCE

- Most parents lamented the growing problems in student behavior and attendance.
- Nearly half of the parents spoke in favor of imposing some form of minimal standards for student behavior and attendance, with students losing their school selection and/or transferred to an alternative school if they fail to meet such standards.
- About half of the staff suggested that such standards may not be enough to address the causes of poor student behavior and attendance.
- About a fourth of the parents and MPS staff spoke in favor of adopting a Student Responsibility Act, but several indicated they wanted to know more about it.
- Most individuals indicated they did not know enough about disciplinary panels and student peer view courts to offer an opinion.
- Some parents and many staff feared such standards may only increase the transfer of students to other schools, which may produce a negative education influence for all students and teaching staff.

HIGHLIGHTS OF SOME OTHER PUBLIC COMMENTS

- A majority of the parents and many MPS staff complained that they did not receive enough advance notice for the hearing, and several argued that there is need to collect public opinion on such important issues in different ways.
- A few individuals suggested that the Parent Leadership Academy might be a good vehicle to disseminate and receive parent input on these and other issues, while a couple other individuals did not support this expanded role.
- A few parents questioned why the MPS is exploring other governance models when the current site based management councils are working well.
- Some speakers suggested that curbing student behavior and attendance problems also requires resources and actions outside of the school.

SAMPLING OF INDIVIDUAL PUBLIC HEARING COMMENTS:

Governance models and related parent involvement:

- We strongly encourage parents in every aspect of our school...we have parents be tutors for children, act as hall monitors, volunteer as athletic directors, help out for our lunch program...that's what can happen when the parents feel that they actually own the school and they are part of the school.
- I don't think parent involvement depends on size of the school...I think it is attitude...

- I think oftentimes people confuse intellect with education...I found that the two have nothing to do with one another...some of my parents barely have a high school diploma...but they are some of the most astutely intelligent people that I ever met...
- We need to be able to train our parents in what goes on in the classroom between a teacher and the student, what are the academics, why isn't my child not making it...

- I think it's really great if you have parents that really involved in the school...but you're probably going to have a small minority of parents who are going to be making all the decisions for everybody else...
- We need to make sure that schools are not heavily controlled by the officials in the school building...if we are going to do this, that we make sure that the parents are really involved.
- A lot of us parents desperately want to be informed, and we are trying like anything to know what's going on in our schools and we are just not getting the answers...
- You have to get more information to parents, and you have to educate us, and you're going to have to tell us about it...
- We would welcome the opportunity of alternate forms of school governance to us as parents...we are disappointed to find that our son's school P.T.O. functions largely as a fund raiser for the school and offers minimal opportunity to have a voice in educational matters.
- People are confused on what is going on with site based management and shared decision making...
- Many times parents really don't understand what the policies are and so therefore, they are not in a good position to make opinions...give us more information on the issues.
- The parent leadership academy is the best vehicle to build the capacity of parents to understand upcoming changes and to a greater responsibility in the schools their children attend.
- There is a lot of coordination out there in trying to smooth, implement, transition of governance from central office to the field...and we are doing it with the lack of resources to be quite honest.
- Sometimes parents get the negative attitude from the schools on some of these issues...when the parents get there, they are lost...how can parents keep getting involved when every time they turn around someone wants their kid out of school on suspensions and such deals like that.
- Teachers need to communicate more with parents...each teacher should be assigned an answering machine...a parent could leave a message for that teacher concerning their child instead of waiting till 3:15 p.m. to expect a call or message.
- As a parent, I have mixed feelings about increasing parental and community responsibility...how would you cope with inadequate parent interest...what if a small group of parents exerts undue influence to foster personal agendas.
- Time is a precious commodity for parents...I think it is highly unlikely many parents will be able to devote the energy and time to be effective of the school governance.
- I do not believe parents and community leaders should comprise the majority of the governance unit at school...the principals and the school board should have the responsibility...
- I'm just now getting to the point that my building is parent friendly...I'm not saying we can't invite something else new to the building, but right now, the question is why are we changing.
- I just worry about taking a model (the Chicago model of school governance) from what some folks would think is the most problematic district in this country...a recent study of it found that it was successful in less than 50% of their schools...
- So when you are talking about parental involvement we parents have been trying...the schools, the principals and the teachers have to want it, and you can say whatever you want, but once you're there, it doesn't work.
- So getting parents in to help get teachers, to pick out principals, what good does it do if you find that who you picked is not what you expected...
- The Parent Leadership Academy is a creation of the MPS administration to control parent groups...it uses our money to create apparent support for administrative decisions.

Student Behavior and Attendance:

- Should MPS adopt a student responsibility act, well of course. I think it should be like 95% of the time.
- I wholeheartedly agree with the enactment of a provision that students attend school at least 90% of the time or risk losing their school assignment...except I wonder where these kids would then go.
- I like the idea of holding parents accountable...could we also discuss mandating parents spend, at a minimum two days a year in their children's school...

- I am most interested about the proposal that would link school choices in MPS with attendance and behavior...I think this is a great idea...
- I am in favor of adopting a Student Responsibility Act, perhaps not as stringent as proposed, but I am in favor of protecting the responsible student rights to a peaceful classroom and maximizing the opportunities for learning.

- We believe that a standard of behavior should include respectful language and tone of voice, non-violence, nonjudgmental attitudes and belief in the availability that every child can learn.
- What roles should parents and students play in dealing with behavior and attendance problems in the schools...none...if you want to go to school, you go by the rules...if you don't you're out...simple as that.
- What happens outside of the classroom also affects kids' behavior and their attendance, and I don't see any of that happening.
- I see a lot of emphasis here put on students which it should be, but I see no accountability on the part of teachers and the administrators on how they are teaching the kids...
- Behavior is important too, but not as important as the other stuff. Leave that other stuff to me, the parent.
- There are already rules governing attendance and behavior and they have been used effectively and communicated to parents...there are due process procedures in place too which are communicated to parents...
- As a teacher I do not know nor am I told if a student entering my classroom has a violent or troubled past...
- I think it would be disastrous to adopt any kind of policy that encourages more shifting around of kids...I think schools have to take responsibility for kids in their schools and deal at an early age with their behavior...I have seen schools in MPS turn kids around, and we need to look at these programs...

Received and ordered placed on file.

* * * * *

REGULAR ITEMS OF BUSINESS

Director Todd moved to suspend Board rule 1.09 to allow the Board to hear and act on each item of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Action on Recommended Higher Standards for Graduation

Background

1. At its meeting on September 20, 1995, the Board adopted a resolution introduced by President Bills and Directors Fisher, O'Neil and Sinicki directing the administration to propose higher graduation standards.

2. The administration reported on the development of its proposed standards at the December 20, 1995, Board meeting, and submitted recommended standards at the January 31, 1996, Board meeting.

3. At the January 31, 1996, Board meeting, the Board amended the administration's proposed standards and directed the Committee on Innovation/School Reform to hold a public hearing on them in sufficient time for the Board to take final action on the standards no later than March 1996.

4. The Committee on Innovation/School Reform held the public hearing on February 13, 1996. Persons who testified overwhelmingly supported the higher standards. However, the following issues were

raised during the hearing, and transmitted to the Board by the Committee on February 21, 1996. These issues were:

a. Add a science standard or proficiency requirement.
b. Simplify and/or clarify the wording of the Community Membership standard.
c. Provide for the establishment of clear achievement benchmarks at each grade level to ensure progress through the grades in attaining graduation standards.
d. Provide for the concerns expressed by the members of the bilingual community regarding the assistance needed to help students achieve.
e. Develop a comprehensive communications plan to disseminate the higher standards, if adopted by the Board.

5. The Board requested the administration to prepare additional language dealing with these concerns for Board consideration on February 28, 1996.

Attachments

6. The following materials are attached for the Board's reference:
   a. Recommended alternative language for possible amendments to the standards and benchmarks, prepared by the Superintendent; language for policy modifications prepared by the Office of Board governance; and a note on the communication plan to disseminate the higher graduation requirements.
   b. The Report of the Innovation/School Reform Committee submitted to the Board on February 21, 1996.
   c. The administration's original recommendations submitted to the Board on January 31, 1996.

Statute, Board Policy or Rule Statement

7. If the standards are adopted, the Board will need to amend Board policy 9.37 (Graduation Standards) to include them, and Board policy 9.38 (Assessment Program) to align the assessment program with the standards.

Proposed Higher Graduation Standards Now Pending Before the Board for Final Adoption:

Based on the Board's action of January 31, 1996, the following proposed higher graduation standards are now before the Board for action:

1. That the following higher graduation standards be adopted, effective with the class of 2004:

Mathematical Reasoning

- Students will demonstrate mastery of calculus, computer assisted design, probability and statistics, computer programming, or other demonstrations of mathematical proficiency equivalent to four years of study beyond Algebra 1. Students will be expected to show proficiency in first year algebra by the end of eighth grade.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting, and defending a clearly reasoned, persuasively argued thesis.

Community Membership

- Students will demonstrate the capacity to write and speak clearly about a social issue in a manner that demonstrates the ability to understand and analyze different interests, biases, constituencies, heritages, values, beliefs and theories. Written and spoken analysis shall be based, in part, on collaborative community service projects, in which students work in groups, to plan, design, implement, and evaluate positive, enduring transformations in the institutions that govern the lives of themselves and their communities.

2. That each of the standards and the supporting curriculum clearly identify course work and bench mark levels of proficiency at each grade level or a span not to exceed two years.

Director Gardner moved that the Board adopt the following higher graduation requirements, benchmarks and amendments to Board policies:

Graduation Requirements

Mathematical Reasoning

- Students will demonstrate mastery of probability and statistics, calculus, or other demonstrations of mathematical proficiency equivalent to four years of study beyond Algebra 1. Students will be expected to show proficiency in first year algebra by the end of the eighth grade.

Scientific Reasoning

- Students will demonstrate a high level of proficiency in science, equivalent to three years of high school study to include the physical, biological and chemical sciences. Students will demonstrate an understanding of genetic principles, ecological relationships, scientific inquiry and its application to real life situations.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting and defending a clearly reasoned, persuasively argued research paper.

Community Membership

- Through participation in a group project which benefits the community, students will demonstrate the capacity to analyze a social issue from multiple points of view and to interact as a constructive member of a team.

Benchmarks

To ensure progress through the grades in attaining the graduation standards, a system of achievement benchmarks by clusters of 2-3 grade levels will be established. The cluster approach enables schools to design curriculum sequences that reflect their individual missions and approaches, and helps students hone high level skills that are developed over a series of years rather than guiding the curriculum toward discrete, disconnected facts or skills to be mastered each year. Schools will be expected to develop more specific benchmarks by grade level within this larger system framework and to share the benchmarks with parents.

The standards are not intended to capture the sum-total of our expectations for students, but rather to focus the efforts of the district. Areas such as technology, foreign language, and the arts can be addressed through the core standards and may be added as separate requirements at a later date.

Policies

1. That Board policy 9.37 (Graduation Standards) be amended to include the higher graduation standards.

2. That the administration and the Office of Board Governance be directed to review Board policy 9.38 (Assessment Program) and to propose revised language for Board approval to align the assessment program with the higher standards.

Director Braun moved to amend by striking the words “mastery of probability and statistics, calculus, or other demonstrations of” from the mathematical reasoning requirement.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Braun moved to amend by striking the words “genetic principles, ecological relationships,” from the scientific reasoning requirement.

The amendment was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Director Gardner moved to amend by striking the word “four” and adding the word “three” in the mathematical reasoning requirement.

The amendment was adopted, the vote being as follows:

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

Noes—President Bills—1.

Director Johnson moved to amend the benchmarks by striking the words “2-3” and inserting the words “not more than 2.”

The amendment was adopted, the vote being as follows:

Ayes— Braun, Fisher, Gardner, Johnson, O’Neil, Sinicki and Todd—7.

Noes—Director Small and President Bills—2.

Director Gardner moved to amend by adding the words “the graduation requirements be implemented for MPS high school graduation for the class of 2004.

The amendment was adopted, the vote being as follows:

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

Noes—President Bills—1.

Director Gardner moved to amend by adding the words “The administration develop MPS eighth grade graduation requirements for mathematical reasoning, scientific reasoning and communication for implementation for the MPS middle school class of 2000; and that the recommended middle school requirements be reported for Board action no later than June 30, 1997.”

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Johnson moved to amend the high school requirements to add the words “ that an additional one-quarter credit and a minimum of 40 hours of community service be a standard for graduation.

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

Ayes—Directors Gardner, Johnson, O'Neil and Todd—4.

Noes—Directors Braun, Fisher, Sinicki, Small and President Bills—5.

The question being on adoption of the following higher graduation standards, benchmarks and amendments to Board policies as amended, they were adopted, the vote being as follows:

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

Noes—Director Todd—1.

High School Graduation Requirements

The following higher graduation requirements will be implemented for the MPS high school graduation class of 2004:

Mathematical Reasoning

- Students will demonstrate mathematical proficiency equivalent to three years of study beyond Algebra 1. Students will be expected to show proficiency in the first year algebra by the end of the eighth grade.

Scientific Reasoning

- Students will demonstrate a high level of proficiency in science, equivalent to three years of high school study to include the physical, biological and chemical sciences. Students will demonstrate an understanding of scientific inquiry and its application to real life situations.

Communication

- Students will demonstrate mastery of written and spoken expression by writing, presenting and defending a clearly reasoned, persuasively argued research paper.

Community Membership

- Through participation in a group project which benefits the community, students will demonstrate the capacity to analyze a social issue from multiple points of view and to interact as a constructive member of a team.

Eighth Grade Graduation Requirements

The administration is to develop MPS eighth grade graduation requirements for mathematical reasoning, scientific reasoning and communication for implementation for the MPS eighth grade class of 2000; with the recommended eighth grade requirements to be reported for Board action no later than June 30, 1997.

Benchmarks

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

The standards are not intended to capture the sum-total of our expectations for students, but rather to focus the efforts of the district. Areas such as technology, foreign language, and the arts can be addressed through the core standards and may be added as separate requirements at a later date.

Policies

1. Board policy 9.37 (Graduation Standards) is amended to include the higher graduation requirements.

2. The administration and the Office of Board Governance are directed to review Board policy 9.38 (Assessment Program) and to propose revised language for Board approval to align the assessment program with the higher requirements.

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(Item 2) Review of Policy Analysis and Action on the Recommended Exceptional Education Reform Plan

Background

1. The Board originally considered the exceptional education reform plan at its meeting on November 29-30, 1995. At that meeting, the Board postponed action on the plan, pending a public hearing.

2. Hearings were held in conjunction with the school closing hearings on December 7 and 11, 1995.

3. The Board again considered the reform plan at its meeting on December 13, 1995, at which time the Board returned the plan to the administration for the development of options for implementation, with a report to be brought back to the Board at its January 31, 1996 meeting. This date was later changed to February 14, 1996.

4. When the Board considered the reform plan at its February 14, 1996, meeting, it requested that a policy analysis be completed and that the reform plan be brought back to the Board for action at its February 28, 1996, meeting.

Attachments

5. The following materials are attached for the Board's reference:

   a. The requested policy analysis with additional background information on the exceptional education reform plan.
   b. The February 14, 1996, Board item, along with its companion fund transfer for staff development and technology.
   c. The reform plan as submitted to the Board on February 14, 1996.

Superintendent's recommendations

1. That the Board approve the exceptional education reform plan and its implementation on a phased-in basis.

2. That the Superintendent provide the Board, semiannually for the first two years and then annually, status reports on exceptional education services, compliance, and fiscal status, including an assessment of cost containment efforts, with the Office of Board Governance to review the accountability reports and provide analyses to the Board.

3. That the Board approve a fund transfer in the amount of $110,896 from the exceptional education expansion fund to the Division of Exceptional Education and Supportive Services to support the FY96

requirements for professional development ($60,896) and for technology assistance for schools ($50,000). Any unused portion of this amount will revert back to the fund.

Director Sinicki moved to approve the exceptional education reform plan and its implementation on a phased in basis with the provision that all exceptional education supervisor positions be eliminated beginning in fiscal year 1997, with the money from those salaries and benefits being allocated to the schools to be used for exceptional education expenditures along with other state statutes and DPI administrative rules including the buy back of placement officers and services.

After discussion, Director Sinicki asked to withdraw her motion.

There being no objection, the request was granted.

Director Small moved to approve the Superintendent's recommendations.

Director Johnson moved to amend by adding the provision that a review audit of the implementation and performance of the exceptional education reform be conducted in fiscal year 1999.

After discussion, Director Johnson asked to withdraw his motion.

There being no objection, the request was granted.

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

Ayes—Directors Braun, Fisher, Gardner, Johnson, Sinicki, Small, Todd and President Bills—8.

Noes—Director O'Neil—1.

* * * * *

(Item 3) Action on a Resolution by Director Small Regarding Special Programs for 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. What steps need to be taken to proceed with the resolution?

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

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. What are the implications if the resolution is adopted?

 A policy must be established to allow the administration to assign students to a program based on students' adjudicated status.

 The specialized program must be comparable to the traditional program in terms of facilities, resources and educational programs if assignments would be made mandatorily.

 A city attorney's opinion will be needed.

 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

 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.

 Significant staff time will be needed to develop a program.

Recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Small moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Sinicki—2.

* * * * *

(Item 4) Action on a Resolution by Director Johnson Regarding Limitations on Personal Services Contracts

Background

At the March 29, 1995, Board meeting the following resolution was referred back to committee for clarification of its intent.

WHEREAS, The Milwaukee Public Schools is one of the largest employers in the state of Wisconsin; and

WHEREAS, The Milwaukee Public Schools is a large purchaser of goods and services, and

WHEREAS, The Milwaukee Public Schools utilizes many professional services such as insurance, architecture, accounting, auditing, printing, etc.; and

WHEREAS, Some of these contracts are not regularly bid; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools will not enter into any contract that will exceed three years; and be it

FURTHER RESOLVED, That any contract that is three years in cumulative duration must be either bid or sent out as a Request for Proposal.

Procedural analysis by the administration

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

The first step in the process is to define professional services contracting. At its meeting on March 29, 1995, the Board discussed the definition of professional services contracting. A process would need to be established to arrive at a clear and more precise definition of professional services.

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

The policy question involved is Board policy 4.09, Purchasing and Bidding Requirements. The policy would need to be amended to include language which states no professional services contract entered into by the Milwaukee Public Schools shall exceed three years.

Based on the examples of professional services provided in the resolution, in general, it appears that restricting professional services contracts to a maximum of three years would not be problematic. However, the administration would recommend that provisions be made to allow waivers to be granted for longer contract periods in cases where there would be significant start-up costs to either the district or the vendor which would need to be amortized over a period of longer than three years; or when it can be determined that the current professional services contract is the most competitive on the market or the most advantageous to the district.

Recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Johnson moved to adopt the resolution.

After discussion, Director Johnson asked to withdraw his motion.

There being no objection, the request was granted.

Director Johnson moved to amend Board policy 4.09 on purchasing and bidding requirements to include language that states that no professional services contract entered into by the Milwaukee Public Schools shall exceed three years, and that any contract that is three years in accumulative duration must be either bid or sent out as a request for proposal.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Sinicki—1.

* * * * *

(Item 5) Informational Report on Block Schools

At its February 14, 1996, meeting, the School Board passed a resolution directing the administration to continue to explore the feasibility of establishing community block schools. Community block schools are small schools (fifty students or less), providing early childhood programs. The School Board also directed the administration to provide a report on the activities to date concerning community block schools at the February 28, 1996, meeting. A synopsis of activities is provided below.

The expansion of early childhood educational opportunities has been an objective of the Board and the administration. A meeting was held on December 6, 1995, to introduce the concept of community block schools. Participants at the meeting were Director(s) Mary Bills, John Gardner, and Leon Todd; Anne Spray Kinney and Michael Brady from the City of Milwaukee; Glen Healy from the North Central YMCA; and Larry Lenox and Mike Turza from the administration.

Additional meetings were held on December 18, 1995; January 8, 1996; and February 1, 1996. Ms. Diane Neicheril, Principal at Clarke Street School, joined the group, and Ms. Terry Welman replaced Mr. Healy from the YMCA.

The administration was directed to prepare a series of program options for these sites with appropriate fiscal notes. At this time, the options are being compiled. The options are expected to be completed by early March 1996. A meeting with representatives from the North Central YMCA and community representatives is scheduled for February 24, 1996. The purpose of this meeting is to explore the community response to community block schools.

On February 18, 1996, Mayor Norquist announced the City of Milwaukee's support of community block schools, and pledged $5 million to their construction.

The administration is exploring various avenues to expand early childhood opportunities in Milwaukee. Community block schools are but one option. The Superintendent is proposing funds in the

FY97 budget to expand early childhood programs by 1,000 students. Other options are the use of existing MPS facilities, the use of community-based facilities, and facilities available from the county, and the city.

* * * * *

UNFINISHED BUSINESS

(Item A) Report and Recommendations on the Negotiation of 1996-97 Chapter 220 Contracts with Suburban Districts

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (e) for the purpose of developing negotiations strategy with respect to Chapter 220 contracts with suburban districts.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Johnson and O'Neil—2.

The Board retired to executive session at 11:16 PM.

The Board reconvened in open session at 11:36 PM.

Director Sinicki moved that the Board approve the 1996-97 proposed interdistrict student transfer agreements commonly known as Chapter 220, and that the Board authorize the Board President to execute the transfer agreements with participating suburban school districts.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors O'Neil and Todd—2.

* * * * *

(Item B) Action on a Request for Approval of an Intergovernmental Cooperation Agreement with the City Relative to the Payment of Debt Service on MPS Loans from the Common School Fund

Administration's Analysis

1. The legislature has authorized various school districts to borrow from the Common School Trust Fund and levy taxes to repay those loans. While MPS is also authorized to borrow from the Common School Trust Fund, MPS is not authorized to levy taxes for the repayment of those loans.

2. In order to allow MPS to take advantage of the Common School Trust Fund borrowing, the attached Intergovernmental Cooperation Agreement with the City has been drafted by the City Attorney.

3. Under the Intergovernmental Cooperation Agreement, after the Board's application for a loan is approved, the City will authorize the borrowing from the Common School Trust Fund, use the proceeds to allow MPS to purchase certain building improvements, convey those improvements to the City and lease

them back for a rent equal to the debt service on the Common School Trust Fund Loan and the City will levy a tax to repay for the debt service.

Strategic Plan Compatibility Statement

4. Approval of the recommendation will resolve the legal question relative to payment authority and avoid a conflict with the City.

Statute, Board Policy or Rule Statement

5. The recommendation is consistent with previous Board action on repayment of loans from the Common School Trust Fund.

Fiscal Impact Statement

6. Approval of the recommendation creates no fiscal impact. Failure to approve the recommendation may have an adverse impact either through a conflict with the city, unpaid debt service, and/or a reduced bond rating for the City.

Implementation and Assessment Plan

7. Other than approval of the intergovernmental cooperation agreement, no action is necessary.

Superintendent's recommendation

That the Board approve the Intergovernmental Cooperation Agreement and direct the Board President and Clerk to execute the Agreement on behalf of the Board.

Director Small moved to approve the intergovernmental cooperation agreement and direct the Board President and Clerk to execute the agreement on behalf of the Board.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors O'Neil and Todd—2.

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COMMUNICATIONS AND PETITIONS

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

Communication from the Parent Leadership Academy Requesting an Opportunity to Appear before the Board (9596C027).

Referred to the Committee of the Whole.

Communication from Dennis Conta Regarding a Student Mobility Study (9596C028).

Referred to the Committee of the Whole.

* * * * *

RESOLUTIONS

Resolution 9596R032

By President Bills and Directors Sinicki and Small:

WHEREAS, The Milwaukee Board of School Directors is passing higher graduation standards for math, science, literacy and citizenship; and

WHEREAS, The commitment to achieving these standards requires us to reorganize the schools, the system and the budget, in order to allow every child to achieve those standards; and

WHEREAS, System and school reorganization must begin at the earliest levels; and

WHEREAS, Kindergarten through third grade is defined as early childhood; and

WHEREAS, All children should be reading by the third grade unless there is an exceptional reason, in order to be successful at achieving our graduation standards; and

WHEREAS, Small early childhood class sizes of 10-15 ensure added success; and

WHEREAS, 3000 to 4000 children are not enrolled in kindergarten due to space constraints; and

WHEREAS, Transportation money could be saved and redeployed if more kindergarten children were attending schools in their neighborhoods; and

WHEREAS, Welfare reform gives added impetus to creating safe, predictable learning and child care environments in our neighborhoods throughout the year; and

WHEREAS, Milwaukee's children deserve the best start at achieving educational opportunities with a full court press that will make the Brewer's stadium look like a community practice session; now, therefore, be it

RESOLVED, That the administration be directed to work with the city, private and parochial schools, community-based agencies, day care centers, businesses, and neighborhood groups to do a community facilities study to determine appropriate early childhood center sites for education and childcare that would serve children from 6:00 am to 6:00 pm and year round; and be it

FURTHER RESOLVED, That class sized be between 10-15; and be it

FURTHER RESOLVED, That at least one teacher per site be a certified K-3 teacher.

Referred to the Committee of the Whole.

Resolution 9596R033

By President Bills and Directors Sinicki and Small:

WHEREAS, The Milwaukee Board of School Directors is passing higher graduation standards for math, science, literacy and citizenship; and

WHEREAS, The commitment to achieving these standards requires us to reorganize the schools, the system and the budget, in order to allow every child to achieve those standards; and

WHEREAS, System and school reorganization must begin at the earliest levels; and

WHEREAS, Kindergarten through third grade is defined as early childhood; and

WHEREAS, All children should be reading by the third grade unless there is an exceptional reason, in order to be successful at achieving our graduation standards; and

WHEREAS, Small ear]y childhood class sizes of 10 to 15 ensure added success; and

WHEREAS, 3000 to 4000 children are not enrolled in MPS kindergarten due to space constraints; and

WHEREAS, Transportation money could be saved and redeployed if more kindergarten children were attending schools in their neighborhoods; and

WHEREAS, Welfare reform gives added impetus to creating safe, predictable learning and child care environments in our neighborhoods throughout the year; and

WHEREAS, Small schools, small programs and small class sizes are believed to improve attendance and achievement and decrease dropouts because they provide for more positive connections between children and adults which increase the likelihood of stable learning environments; and

WHEREAS, The Milwaukee Public Schools Facility Standard number one states that 'The system shall be organized on a K-5, 6-8, 9-12 basis with compatible K-8, 9-12 systems," and Facility Standard number three states "The pupil/teacher ratio 1n K4, K5 and Grade 1 shall be 19:1 maximum;" now, therefore, be it

FURTHER RESOLVED, That the administration provide the Board with a demographic profile of where kindergarten children reside in relation to our existing school sites; and be it

FURTHER RESOLVED, That the administration survey interested schools and parents to know how many would like their school to provide child care in the morning and after school and year-round; and be it

FURTHER RESOLVED, That the Board consider changing its Facility Standard 1, to allow schools to become Kindergarten through grade three; 4-5/6; 4-8; K-8; K-12 or the inclusion of early childhood programs in high schools with space, and be it

FURTHER RESOLVED, That the Board change its Facility Standard 3 to create the pupil teacher ratio in Kindergarten - grade 3 between 10-15 maximum; and be it

FURTHER RESOLVED, That every teacher in a Kindergarten-Grade 3 program be a certified K-3 teacher; and be it

FURTHER RESOLVED, That one of the benchmarks toward achieving high school graduation standards be the number of children reading on grade level in the third grade; and be it

FURTHER RESOLVED, That the administration develop a legislative agenda, budget and possibly a referendum to accomplish the goals of this resolution.

Referred to the Committee of the Whole.

Resolution 9596R034

By Directors Sinicki, Small and President 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.

Referred to the Committee of the Whole.

The Board adjourned at 11:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 20, 1996

Meeting of the Board of School Directors called to order by Vice President Johnson at 6:30 PM.

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

Absent—None.

AWARDS AND RECOGNITIONS

For the third year in a row, the Washington High School girls basketball team won the WIAA girls' basketball team state championship.

For the second year in a row, the **Rufus King High School boys basketball team** *will compete in the WIAA boys' state basketball tournament***. Vincent High School's boys basketball team** *is also competing in the state tournament.* (The outcome of the games unknown at the time of publication.)

Rufus King High School was named one of 155 public high schools in the country as *"Best of the States" by REDBOOK magazine in the America's Best Schools project.* The April issue of REDBOOK magazine features an article on the winners. The schools were selected for their innovative and successful programs as well as their impressive commitment to excellence.

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 on March 7-8, 1996.* **King team members who won individual awards at the state competition include:**

Tim Bobinski, social studies, 3rd place and highest team score
Adam Smith, mathematics, 2nd place
Koryn Carver, mathematics, 3rd place
Mike Mueller, social studies, 3rd place
Chai Xiong, fine arts, 3rd place
Julia Carian, mathematics, 1st place; language and literature, 1st place, science, 1st place, economics, 2nd place, fine arts, 2nd place, and social studies, 3rd place

Other team members who competed are Rose Grimm and Eli Holman. The coach is Mr. Robert Kroncke.

Mr. Victor Brazil, principal of Burroughs Middle School, *was named Wisconsin Middle School Principal of the Year by the Association of Wisconsin School Administrators and the Wisconsin Department of Public Instruction*. He was nominated for the award by teachers at Burroughs for his leadership in improving pupil attitudes and performance, his emphasis on teamwork, and his caring and commitment.

Robert Hites, Jr., a senior at South Division High School, *was among the few selected by the United Way of Greater Milwaukee to carry the Olympic torch this summer when it passes through Milwaukee on June 2*. Robert recently earned the rank of Eagle Scout, the highest rank attainable in the Boy Scouts, while working part time and maintaining a 3.667 grade point average at South Division.

Rebecca Szucs, fourth grade student at Humboldt Park Elementary School, *is the state of Wisconsin winner in the National Art Education Association's Youth Art Month contest*. Rebecca's flag design will represent the state of Wisconsin and fly with flags from every other state during the month of March in Washington, D.C., to help celebrate National Youth Art Month.

All schools in the United States are invited to participate by having students create designs that can be replicated onto a flag. A special ceremony was held in Washington, D.C., on March 6 to unveil the 50 flags. Rebecca and her parents attended the ceremony, along with student winners from the other 49 states. She is the first student from southeastern Wisconsin to have her design selected as the state winner.

Juneau High School *took the fifth place trophy with a record of nine wins and four losses in the Wisconsin Debate Coaches Association State Tournament of Champions* held in January 1996. This is the first time in the history of the competition that a school from MPS placed in the top five at the high school varsity level. **Juneau's varsity team members are: Jaime Zillmer and Betsy Bailey, affirmatives; Katie Falk, John Adams, and Fran Haggerty, negatives; and Kim Polsley**, alternate. The **team's coach is Terrence Falk**.

Bay View High School's debate team *participated on the varsity level at the Wisconsin Debate Coaches Association State Tournament of Champions*. Only 14 teams participated in this prestigious event based on their standing from several state-wide tournaments throughout the season.

Rufus King High School *was the only MPS school with two teams competing at the junior varsity level in the Wisconsin Debate Coaches Association State Tournament of Champions*. Both teams finished with a record of four wins and two losses. Twenty-four teams competed on this level.

Robinson Middle School's debate team won third place with a record of five wins, one loss, and another Robinson team took fifth place with a record of four wins, two losses in the state debate tournament. **The third place team members are: Chris Swops and Val Bieczanski, affirmatives; Jeanna Koltz and Erica DeBruin, negatives. The fifth place team includes: Tim Walsh and Tony Wacker, affirmatives; Keith Spower and Charlie Moss, negatives.** The **coaches are Ouida Williams and Carol Reiners**.

Several middle school students won individual speaker awards in the state debate tournament. They are: **Jeanna Koltz, Robinson Middle School**, best first negative debater; and **Carl Falk, Fritsche, and Erica DeBruin, Robinson**, who tied for best second negative debater.

Two MPS schools qualified to compete in the Wisconsin High School Forensic Association State Debate Tournament held in January 1996: **Juneau High School and Rufus King High School**. Juneau tied with the fifth place team with the same record of 9 wins, 5 losses, but lost to the 5th place team on the tie breaking system. **Betsy Bailey, student at Juneau High School**, was chosen as the best second affirmative speaker at this tournament.

Jeremy T. Lewis, student at North Division High School, *received the 1996 Phillip H. Geil Athletic Award*. He was selected for his leadership qualities, because he placed the welfare of his team above his own, and he accepts the decisions of the officials. He was also selected because he developed attitudes through his athletic experiences that make him a credit to his home, school, and community. The award is given annually to the best senior basketball player in the conference as determined by the vote of the conference coaches. The award is named for the former principal of Audubon Middle School and long-time secretary of the Eastern Wisconsin Officials Association.

The Milwaukee Public Schools and the University of Wisconsin Milwaukee Center for Mathematics and Science Education received the seventh annual UWM Community Partnership Award for establishing the Equity 2000 Saturday Academy Program. The award annually recognizes the significant efforts of an individual, organization, business, or agency that, by working cooperatively with the university, has enhanced the lives of the people of metropolitan Milwaukee. The Equity 2000 Saturday Academy is an initiative for MPS middle and high school students and their parents to provide support for students enrolled in algebra or geometry and prepare them for higher level mathematics courses.

Several Milwaukee Public Schools' students won awards in the second Young Photographer's Showcase sponsored by the Photographic Society of America Wisconsin Chapter. The theme of the showcase is "Life in My City." The photographs are on exhibit at the Faye McBeath Learning Center in the Milwaukee Art Museum through March 24. *Of the 75 featured photographs, five MPS students received Merit Awards and 10 received Honorable Mention.*

Students receiving Merit Awards, their schools, and names of photographs are:

Kinta Bell	**Washington High School**	**Boyz on the Hood**
Christopher Turner	**Washington High School**	**Family Moment**
Andy Borchlewicz	**Rufus King High School**	**Curiosity**
Sonja Thomsen	**Rufus King High Schoo**	**Splash**
Tiffany Kornely	**Rufus King High School**	**Watching**

Honorable Mention awards are:

Lawanda Allen	**Washington High School**	**Mother Adoring Young Baby**
Jason J. Czarnezki	**Rufus King High School**	**Jamie Marie**
Isaac Godin	**Rufus King High School**	**Pumpkin People**
Kinesha Hill	**Washington High School**	**Chillen in Photo Class**
Yashica Lowe	**Rufus King High School**	**Real Emotion**
Brandon Moran	**Rufus King High School**	**D and Natty**
Nou Moua	**Washington High School**	**Best Friends**
Srira Nunsure	**Washington High School**	**Little Brandon**
Mindy Robinson	**Rufus King High School**	**Triangles**
Khue Vang	**Washington High School**	**Three Kung Fu Brothers**

Lyndell Truitt and Greg Whitten, Rufus King High School students, *were winners in the Wisconsin American Legion's Americanism and Government Test Program*. Lyndell received a $500 scholarship and Greg earned a $250 scholarship.

Malcolm X Academy, Bell Middle School, and Allen-Field Elementary School *were awarded grants from Ameritech as a part of Ameritech's School Partnership Program*. The grants help support academic and attendance incentive programs, field trips, and activities that promote parental involvement.
Rufus King High School students *won awards in the 1996 Scholastic Art Awards Regional Exhibition on display at the Milwaukee Art Museum*. Students winning major awards were:

Jenalyn Leffert, Silver Key, graphic design
Rebecca Hait, Silver Key, painting
Wendy Patrick, Gold Key, watercolor
Isaac Godin, Gold Key, photography
Andrew Fialkowski, three awards in photography, Gold Key in photography, and the Helix Photography Award
Mathew Garthwait, Gold Key, drawing
Julia Carian, Gold Key, watercolor

Four Milwaukee Public Schools' high school students were among 10 students who won $1,000 scholarships in the McDonald's African-American Achievers Scholarship Program essay contest sponsored by more than 100 southeastern Wisconsin McDonald's restaurants, the Metropolitan Milwaukee Alliance of Black School Educators and WKKV-FM 100.7 radio. They student winners are:

Terrell Johnsin	**Vincent High School**
Angel Hill	**Hamilton High School**
Gwendolyn Jones	**Bay View High School**
Elaine Turner	**North Division High School**

The following Milwaukee Public Schools' students were recipients of the 1996 McDonald's Hispanic-American Commitment to Educational Resources Scholarships. They were selected on the basis of academic achievement, personal excellence, and financial need.

Juan Baez	**North Division High School**
Marcos DeLaCruz	**Pulaski High School**
Mavel Morales	**Hamilton High School**
Daniel Rodriguez	**North Division High School**
Miguel Gamez	**South Division High School**

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APPROVAL OF MINUTES

The minutes of the Board meetings of February 7, 12, 14 and 19, 1996, were approved as printed.

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 Sinicki moved to accept the reports of the Independent Hearing Panel of February 15, 1996, February 22, 1996, February 26, 1996, February 29, 1996, March 1, 1996 at 9:30 AM and 2:00 PM, March 4, 1996, and March 7, 1996

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

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

Noes—None.

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REGULAR ITEMS OF BUSINESS

Director Fisher moved to suspend Board rule 1.09 to allow the Board to give hearing and act on the regular items of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Communication from the Milwaukee Trade and Technical High School Shared Decision Making Council Requesting a Hearing on the School Selection Process

Background

At its meeting on January 31, 1996, the Board referred a communication from the Milwaukee Trade and Technical High School Shared Decision Making Council to the Committee of the Whole. The communication requests a hearing before the Board regarding the student selection process.

In a further communication, the Council indicated that it intends to ask the Board to consider allowing Milwaukee Tech an exemption from the 55% neighborhood student requirement in the student assignment process. A copy of the communication is attached.

Recommendation

That hearing be given to the representative(s) of the Milwaukee Trade and Technical High School Shared Decision Making Council and other interested parties.

Director Gardner moved that, effective for the 1997-98 school year, Milwaukee Tech High School be authorized to establish its own admissions criteria, it own application procedures and acceptance policies, provided that such criteria, procedures and policies don't adversely affect racial diversities, gender equity, exceptional education inclusion or aggregate MPS transportation costs.

Director Sinicki moved a substitute motion, that the fifty-five percent neighborhood student requirement for Milwaukee Tech High School be eliminated beginning with the 1997-98 school year.

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

Ayes—Directors Bills, O'Neil, Sinicki and Small—4.

Noes—Directors Braun, Fisher, Gardner, Todd and President pro tem Johnson—5.

Director Braun moved to postpone consideration of the matter until the first meeting of the Board in June 1996.

The motion to postpone consideration prevailed, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, O'Neil and Todd—5.

Noes—Directors Bills, Sinicki, Small and President pro tem Johnson—4.

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(Item 2) Communication from Dennis Conta Regarding a Student Mobility Study

Background

At its meeting on February 28, 1996, the Board referred a communication from Dennis Conta to the Committee of the Whole. The communication requests the opportunity to present a proposal in the area of student mobility. Copies of the communication and proposal are attached.

Recommendation

That hearing be given to the Dennis Conta and other interested parties.

President Bills in the Chair.

Director Sinicki moved that the matter be referred to the administration for a feasibility study, with a report to be brought back by the first Board meeting in June, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Garner and Johnson.

Vice President Johnson resumed the chair.

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(Item 3) Action on a Resolution by President Bills and Directors Sinicki and Small Regarding a Community Facilities Study to Determine Appropriate Early Childhood Center Sites for Education and Childcare That Would Serve Children from 6 A.M. to 6 P.M. Year Round

Background
At its meeting on February 28, 1996, the following resolution was introduced by President Bills and Directors Sinicki and Small.

WHEREAS, The Milwaukee Board of School Directors is passing higher graduation standards for math, science, literacy and citizenship; and

WHEREAS, The commitment to achieving these standards requires us to reorganize the schools, the system and the budget, in order to allow every child to achieve those standards; and

WHEREAS, System and school reorganization must begin at the earliest levels; and

WHEREAS, Kindergarten through third grade is defined as early childhood; and

WHEREAS, All children should be reading by the third grade unless there is an exceptional reason, in order to be successful at achieving our graduation standards; and

WHEREAS, Small ear]y childhood class sizes of 10 to 15 ensure added success; and

WHEREAS, 3000 to 4000 children are not enrolled in MPS kindergarten due to space constraints; and

WHEREAS, Transportation money could be saved and redeployed if more kindergarten children were attending schools in their neighborhoods; and

WHEREAS, Welfare reform gives added impetus to creating safe, predictable learning and child care environments in our neighborhoods throughout the year; and

WHEREAS, Small schools, small programs and small class sizes are believed to improve attendance and achievement and decrease dropouts because they provide for more positive connections between children and adults which increase the likelihood of stable learning environments; and

WHEREAS, The Milwaukee Public Schools Facility Standard number one states that 'The system shall be organized on a K-5, 6-8, 9-12 basis with compatible K-8, 9-12 systems," and Facility Standard number three states "The pupil/teacher ratio 1n K4, K5 and Grade 1 shall be 19:1 maximum;" now, therefore, be it

RESOLVED, That the administration provide the Board with a demographic profile of where kindergarten children reside in relation to our existing school sites; and be it

FURTHER RESOLVED, That the administration survey interested schools and parents to know how many would like their school to provide child care in the morning and after school and year-round; and be it

FURTHER RESOLVED, That the Board consider changing its Facility Standard #1, to allow schools to become Kindergarten through grade three; 4-5/6; 4-8; K-8; K-12 or the inclusion of early childhood programs in high schools with space, and be it

FURTHER RESOLVED, That the Board change its Facility Standard #3 to create the pupil teacher ratio in Kindergarten - grade 3 between 10-15 maximum; and be it

FURTHER RESOLVED, That every teacher in a Kindergarten-Grade 3 program be a certified K-3 teacher; and be it

FURTHER RESOLVED, That one of the benchmarks toward achieving high school graduation standards be the number of children reading on grade level in the third grade; and be it

FURTHER RESOLVED, That the administration develop a legislative agenda, budget and possibly a referendum to accomplish the goals of this resolution.

Recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Gardner moved to refer the resolution to the Strategic Planning and Budget Committee for its first meeting following the April 1996 reconstitution of the Board.

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

Ayes—Directors Braun, Fisher, Gardner, O'Neil, Todd and President pro tem Johnson—6.

Noes—Directors Bills, Sinicki and Small—3.

* * * * *

(Item 4) Action on a Resolution by President Bills and Directors Sinicki and Small to Modify the Facilities Standards to Accommodate Early Childhood Needs

Background

At its meeting on February 28, 1996, the following resolution was introduced by President Bills and Directors Sinicki and Small.

WHEREAS, The Milwaukee Board of School Directors is passing higher graduation standards for math, science, literacy and citizenship; and

WHEREAS, The commitment to achieving these standards requires us to reorganize the schools, the system and the budget, in order to allow every child to achieve those standards; and

WHEREAS, System and school reorganization must begin at the earliest levels; and

WHEREAS, Kindergarten through third grade is defined as early childhood; and

WHEREAS, All children should be reading by the third grade unless there is an exceptional reason, in order to be successful at achieving our graduation standards; and

WHEREAS, Small early childhood class sizes of 10-15 ensure added success; and

WHEREAS, 3000 to 4000 children are not enrolled in kindergarten due to space constraints; and

WHEREAS, Transportation money could be saved and redeployed if more kindergarten children were attending schools in their neighborhoods; and

WHEREAS, Welfare reform gives added impetus to creating safe, predictable learning and child care environments in our neighborhoods throughout the year; and

WHEREAS, Milwaukee's children deserve the best start at achieving educational opportunities with a full court press that will make the Brewer's stadium look like a community practice session; now, therefore, be it

RESOLVED, That the administration be directed to work with the city, private and parochial schools, community-based agencies, day care centers, businesses, and neighborhood groups to do a community facilities study to determine appropriate early childhood center sites for education and childcare that would serve children from 6 a.m. to 6 p.m. and year round; and be it

FURTHER RESOLVED, That class size be between 10-15; and be it

FURTHER RESOLVED, That at least one teacher per site be a certified K-3 teacher.

Recommendation

That the Board determine how it wishes to proceed with respect to the resolution.

Director Gardner moved to refer the resolution to the Strategic Planning and Budget Committee for its first meeting following the April 1996 reconstitution of the Board.

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

Ayes—Directors Braun, Fisher, Gardner,. O'Neil, Todd and President pro tem Johnson—6.

Noes—Directors Bills, Sinicki and Small—3.

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(Item 5) Action on a Resolution by Director Sinicki and Director Small and President Bills Regarding Health Screening and/or Nursing Services at School and Neighborhood Kindergarten Sites

Background

At its meeting on February 28, 1996, the following resolution was introduced by President Bills and Directors Sinicki and Small.

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.

Recommendation
That the Board determine how it wishes to proceed with respect to the resolution.

Director Sinicki moved to adopt the resolution, with the words "and other health institutions" inserted in the Resolved after the words "City Health Department."

The motion prevailed, the vote being as follows:

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

Noes—None.

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NEW BUSINESS

(Item A) Suspension of Board Rules 1.01 (1) and 1.02 (2) and Rescheduling of the April Board Meetings, including the Regular April Board Meeting and the Annual Organizational Meeting of the Board

Background
1. Board Rule 1.02 (2) Provides that the final Board meeting of the year shall be held on the Thursday prior to the fourth Monday in April.

2. Board rule 1.01 (1) provides that the Board shall hold its annual organizational meeting on the fourth Monday in April.

3. Section 119.10 (2) of the Wisconsin Statutes sets the date of the annual organizational meeting “no earlier than the 4th Monday in April and no later than the first Monday in May.”

4. Because of the heavy April calendar and the spring recess, the Office of Board Governance was requested to provide the necessary motion to allow the Board to reschedule both the final meeting of the year and the annual organization meeting one week later than the Rules provide. The following motion would accomplish this purpose.

It should be noted that six votes are necessary to suspend the Rules.

Recommendation
That Board Rules 1.01 (1) and 1.02 (2) be suspended, and that the final Board meeting of the year be rescheduled from April 18, 1996 to April 25, 1996, and the Board’s annual organizational meeting rescheduled from April 22, 1996 to April 29, 1996.

Director Small moved that Board Rules 1.01 (1) and 1.02 (2) be suspended, and that the final Board meeting of the year be rescheduled from April 18, 1996, to April 25,

1996, and the Board's annual organizational meeting rescheduled from April 22, 1996, to April 29, 1996.

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

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

Noes—None.

* * * * *

(Item B) Report on Negotiations with Respect to a Charter School Contract with Highland Community School

The Superintendent requested to present the report in Executive Session.

Director Sinicki moved that the Board retire to executive session under the provision of Wisconsin Statutes 19.85 (1) (e) to consider negotiations strategy with respect to a contract for Highland Community School.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Gardner—1.

Director Gardner left at 10:37 PM.

The Board retired to executive session at 10:38 PM.

The Board recessed from 8:10 to 8:25 PM, and from 10:18 to 10:22 PM.

The Board adjourned from executive session at 11:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 27, 1996

Regular meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher, Gardner, Johnson (7:18 PM), O'Neil, Sinicki, Small, Todd and President Bills—9.

Absent—None.

APPROVAL OF MINUTES

The minutes of the February 21, 1996 Board meeting were approved as printed.

REPORTS OF STANDING COMMITTEES

REPORT OF THE AUDIT COMMITTEE

Director Sinicki presented the following report for the Audit Committee:

TO THE BOARD OF SCHOOL DIRECTORS

Your Committee on Audit submits the following report:

(Item 1) Acceptance of Audit Report #606—Review of Technology Initiatives and Expenditures and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. Included in the plan was a carryover audit of Technology Initiatives and Expenditures.

2. The Technology Initiatives budget and expenditures were reviewed to determine:

   1) whether expenditures complied with the intent of the Board approved technology plan and the Board adopted budget; and
   2) the degree to which the technology initiatives are achieving the desired results.

3. The audit report is organized into five sections that address the following areas:

   a. Strategic Plan Budget and Expenditures;
   b. The ETRC's Role in the Strategic Plan;
   c. Status of Key Strategic Plan Initiatives;
   d. Assessment of Strategic Plan Results; and
   e. Strategic Plan Outlook.

4. The report includes eleven recommendations that address the major findings of the audit and are intended to help the district move forward with the Technology Initiatives.

5. The audit has been completed and is attached to the minutes of your Committee's meeting of March 21, 1996.

Committee Recommendation

Your Committee recommends that the Board accept Audit Report #606—Review of Technology Initiatives and Expenditures.

Your Committee forwards the Superintendent's response to the audit recommendations to the Board out of Committee without recommendation.

* * * * *

(Item 2) Acceptance of Audit Report #607—Review of the Principal Evaluation Initiative and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. Included in the plan was an audit of the Principal Evaluation Initiative, which received funding in the FY 95 budget.

2. The FY 95 approved budget included an appropriation of $590,000 to expand the Planning, Appraisal and Support process for the evaluation of principal performance to an annual evaluation for all tenured and non-tenured principals. The purpose of the Principal Evaluation Initiative was to increase accountability of principals.

3. The objectives of the Office of Board Governance's audit of the Principal Evaluation Initiative were to determine:

1) whether the Board's objective of providing for a comprehensive performance evaluation of all principals was achieved;

2) to identify the benefits to MPS resulting from the Principal Evaluation Initiative; and

3) to identify possible enhancements to the principal evaluation process which may improve its efficiency and effectiveness.

4. The audit report is organized in four sections:

a. Fiscal Issues;
b. Staffing Issues;
c. Internal District Procedures for Principal Evaluation; and
d. Modifications to the Planning, Appraisal and Support Instrument.

5. The audit report includes nine recommendations intended to improve the accuracy and reliability of fiscal estimates, consider alternative staffing assignments, improve internal documentation and procedures and enhance the evaluation instrument.

6. The audit report has been attached to the minutes of your Committee's meeting of March 21, 1996. The report includes the audit findings and recommendations, the Superintendent's response to the recommendations and the Chief Auditor's reply to the Superintendent's response.

Committee Recommendation

Your Committee recommends:

1. That the Board accept Audit Report #607—Principal Evaluation Initiative Audit.

2. That the Board accept the Superintendent's response to the audit recommendations.

* * * * *

(Item 3) Acceptance of Audit Report #608—Review of the Decentralization of Budget Authority and Responsibility and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance-Audit Services. Included in the plan was a review of the decentralization of budget authority and responsibility.

2. The Office of Board Governance's review of the decentralization of budget authority and responsibility addressed two audit objectives:

1) to assess progress in decentralizing budget authority and responsibility to schools; and
2) to determine the effect of decentralization on schools.

3. The audit report is organized into four sections:

a. Budget Decentralization;
b. Decentralization of Authority and Responsibility;
c. Hi-Mount Decentralization; and
d. Future Decentralization Issues.

4. The audit report includes 14 recommendations. Recommendations included in the report are intended to ensure that the Board has information that will be needed to assess whether decentralization is complete by the end of fiscal year (FY) 98. Recommendations in the report also identify some additional areas that can be decentralized to schools in FY97 and FY98 and policy issues that will need to be considered as decentralization continues.

5. The audit report, which includes the audit findings and recommendations and the Superintendent's response has been attached to the minutes of your Committee's meeting of March 21, 1996.

Committee Recommendation

Your Committee recommends that the Board accept Audit Report #608—Review of Decentralization of Budget Authority and Responsibility.

Your Committee forwards the Superintendent's response to the audit recommendations to the Board out of Committee without recommendation.

* * * * *

(Item 4) Acceptance of Audit Report #609—Payroll System Internal Control Review and Action on the Superintendent's Response to the Audit Recommendations.

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance-Audit Services. The annual plan included a comprehensive review of the internal controls of the MPS payroll.

2. The Office of Board Governance-Audit Services engaged the services of Deloitte & Touche to perform an agreed upon procedures review of the payroll system internal control structure. The objective of an internal control review is to provide reasonable rather than absolute assurance that the control environment is effective.

3. An effective control environment provides assurances that MPS's assets are safeguarded against loss from unauthorized acquisition, use or disposition; that MPS complies with applicable laws and

regulations; and that proper assessment of control risk will permit the preparation of general purpose

financial statements in accordance with generally accepted accounting principles; and will result in accurate and reliable payroll information.

4. The report of the results of the review presents eleven audit recommendations which are intended to improve the effectiveness of the payroll internal control structure.

5. The audit report, which includes the audit findings and recommendations, has been attached to the minutes of your Committee's meeting of March 21, 1996. 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 Recommendation
Your Committee recommends:

1. That the Board accept audit report #609—Payroll System Internal Control Review.

2. That the Board accept the Superintendent's response to the audit recommendations.

* * * * *

(Item 5) Acceptance of the Follow-Up Report to Audit Report #501—Teacher Evaluation Process Audit.

Background

1. At its meeting on July 25, 1995, the Board approved an annual plan of audits for the Office of Board Governance - Audit Services. Included in the plan was a follow-up review to the Teacher Evaluation Process Audit.

2. The scope of the follow-up review as identified in the audit plan was to review the Superintendent's Implementation Report and perform tests as necessary to determine that the administration has implemented the audit report recommendations as approved by the Board of School Directors.

3. The follow-up audit report has been completed and is attached to the minutes of your Committee's March 21, 1996 meeting along with the Superintendent's Implementation Report.

Committee Recommendation

Your Committee recommends that the Board accept the Follow-Up Audit Report on Audit Report #501—Teacher Evaluation Process Audit.

* * * * *

Separate consideration having been requested of the Superintendent's response in Items 1 and 3, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to the Superintendent's response to the Technology Audit, was set aside since it was reported out of Committee without recommendation.

Director Gardner moved to accept the Superintendent’s response.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 3, relating to the Superintendent's response to the Decentralization Audit, was set aside since it was reported out of Committee without recommendation.

Director Sinicki moved to accept the Superintendent's response.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—Directors Fisher and Gardner—2.

REGULAR ITEMS OF BUSINESS

Director Gardner moved to suspend Board rule 1.09 to allow the Board to give hearing and act on the regular items of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Approval of a Contract with V. E. Carter Developmental Group, Inc. for 100 K4 and K5 Seats from March 13, 1996 through August 16, 1996.

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 are in the process of evaluating their space needs and additional seats have been made available at various sites.

3. The administration is also pursuing the development of community block schools. At its February 14, 1996, meeting the Board passed a resolution authorizing the administration to pursue development of the community block school concept. A community block school can be either a free-standing structure, or may be space available in community or private facilities. A central tenet of the community block school is that it will service the community in which the school is located.

4. The contract with the V. E. Carter Development Group, Inc. (Carter's) is modeled after the current contract MPS has with Carter's to provide a four and five-year old day care kindergarten program. The City Attorney's Office has reviewed the current contract with Carter's.

A copy of the agreement is provided as an attachment. In summary, Carter's will provide 100 full-day seats for enrollment of Milwaukee resident students. The time frame will be from April 1, 1996 through August 30, 1996. Fees will be $345 per student per month, for a total not to exceed $172,500. The monthly reimbursement is based on an annual (180 days) per pupil cost of $3,450, which reflects an amount equal to 80% of the average per pupil cost for kindergarten pupils enrolled in MPS, adjusted to a full-time equivalent basis.

The administration will pursue state aids for these students, since they will be attending a half-year of school. In addition, if the contract for the 1996-97 school year is renewed, the district will be able to increase its enrollment FTE's by 100.

5. MPS will provide one (1) qualified and certified teacher at each site, 2001 West Vliet Street and 1915 North Dr. Martin Luther King Drive. Monthly installments in the amount of $3,800 per MPS teacher will be deducted from the monthly payments. MPS will also provide start-up materials and equipment. These materials and equipment will remain the property of MPS.

Strategic Plan Compatibility Statement

6. Approval of this agreement would support the Board goals related to academic achievement.

Statute, Board Policy or Rule Statement

7. This contract conforms to all statutes, policies and rules.

Fiscal Impact Statement

8. A fiscal note is attached. The contract cost is $172,500. Benefit costs for the two MPS teachers is $28,880 plus $25,000 for start-up costs for a total of $226,300. The Board has authorized $600,000 in the FY 96 budget to be used for early childhood education expansion.

As with all contracts for future budget years, the contract is contingent upon Board appropriation of funds for continuation in the FY 97 budget.

The administration will pursue state aids for these students, since they will be attending a half-year of school. In addition, if the contract for 1996-97 school year is renewed, the district will be able to increase its enrollment FTE's by 100.

Implementation and Assessment Plan

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

Superintendent's recommendation

That the Board approve the agreement with V. E. Carter Development Group, Inc. for $172,500.

It was moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Action on a Resolution Authorizing the Borrowing of Funds from the Board of Commissioners of Public Lands

Administration's Analysis

1. At its meeting on February 22, 1995, the Board adopted a resolution authorizing the administration to borrow funds in the amount of $5,000,000 from the State Trust Funds of the Board of Commissioners of

Public Lands to complete modifications at various schools to comply with the Americans With Disabilities Act (ADA).

These modifications were the second phase of the district's total compliance effort for the ADA, estimated to cost $19.9 million over a four-year period.

2. Funds are now available from the State Trust Fund for 1996. The administration has begun the application process for another $5,000,000 loan. As part of the process, the Board must adopt a formal resolution relative to the loan.

Strategic Plan Compatibility Statement

3. The recommendation is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations; and the Board goal on School Facilities adopted on March 30, 1994 which states ". . . continue to find ways to address the school district's infrastructure needs, including ongoing maintenance and renovation of existing facilities, as well as new facilities to keep our students competitive for the 21st Century. . . ."

Statute, Board Policy or Rule Statement

4. Adoption of a resolution by the applicant Board is required by State Statutes.

Fiscal Impact Statement

5. Borrowing for this effort has been included in the Five-Year Capital Plan as part of the proposed budget for FY97.

Implementation and Assessment Plan

6. These modifications are part of the third year of a four-year plan to bring the district into compliance with the ADA.

Superintendent’s recommendation

That the Board adopt the attached resolution authorizing the borrowing of $5,000,000 from the Board of Commissioners of Public Lands.

Director Small moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) Action on Recommendations with Respect to Textbook Adoptions

Administration’s Analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Section 1.09), the several textbook evaluation committees, formed as a result of the Board's action a year ago opening subject areas for adoption studies, have made the necessary studies with respect to textbook adoptions and have reported their findings and recommendations to the Superintendent of Schools.

2. The recommendations of the textbook evaluation committees represent a great amount of work. It is important to acknowledge these efforts and extend a word of appreciation to all who have contributed to this process.

3. Emphasis is placed on selecting materials to promote multicultural understanding and deep thinking. Committee members used a guide by the Council of Interracial Books for Children, "Ten Ways to Analyze Children's Books for Racism and Sexism," and the Council of Great City Schools document, Guidelines for Selection Criteria. The following criteria are illustrative:

a. Materials should present different groups in relation to one another, rather than as isolated and separate. Language and imagery should not present one culture, race, ethnic, religious, or gender group as superior.

b. Materials should be written by, and include the perspectives and viewpoints of American Indians, Alaska Natives, African Americans, Hispanic Americans, Asian Americans, Pacific Islander Americans, women, the elderly, children, different religious groups, and the physically challenged.

c. Materials should promote critical and creative thinking and the development of higher order thinking skills. The content should be presented thoroughly and accurately.

d. The organization and teaching aids should include stated objectives, frequent checks for understanding, guided and independent practice, and enrichment.

e. Materials should support the Education for Employment standard, which requires school districts to provide all students, throughout their education, access to classes and programs designed to prepare them for employment.

f. General factors to be considered for book quality should include format clarity, readability, copyright date, cost, and durability.

4. Textbook publishers are very much aware of national standards for various curricular areas and are giving increased attention to instructional practices that are reshaping education, such as cooperative learning, portfolio assessment, writing across the content.

5. Each textbook evaluation committee further develops its own specific criteria applicable to the subject area under consideration. The textbook committee members apply the K-12 teaching and learning goals, standards of professional organizations such as the National Council of Teachers of Mathematics, and the Wisconsin Department of Public Instruction guides in evaluating texts.

6. As part of the K-12 teaching and learning reform, the textbook evaluation process is being tied to a larger plan for reassessing and enriching curriculum and instruction. The process varies depending on the needs of particular subject areas.

7. Other elements of the textbook adoption procedure:

-- The textbook evaluation committees obtain reactions and assistance in reviewing the textbook materials from other staff members such as other teachers, department chairpersons, etc.

-- Textbook committee members often obtain the involvement/input of students in the trial use of materials under consideration in their own schools as well as in other schools.

-- 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, Board Policy or Rule Statement

9. The above procedure follows Board Rule 1.09.

Fiscal Impact Statement

10. The estimated cost for textbook adoptions is $2,900,000.

11. The recommendations are submitted with the understanding that the textbook purchases will be made from the 1997 fiscal year budget, 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

12. Textbooks and supplementary materials will be purchased with funds that have been allocated in the 1996-1997 budget.

Superintendent's recommendation

That the Board approve the following textbook adoptions in the subject areas indicated:

BUSINESS EDUCATION

Business Law

It is recommended:

1. That the following textbook be approved for Business Law:

   West's Business and Personal Law
   West Educational Publishing - 1994

2. That funds be approved for the purchase of a video library which would include:
   Anatomy of a Trial
   Trial Techniques
   Law and Literature
   The Making of a Case

3. That related supplementary materials be approved for use with the adopted textbook.

ENGLISH

English 9

It is recommended:

1. That the following textbooks be approved for English 9:

   Writer's Companion: High School
   Prentice Hall - 1995

   Prentice Hall: Literature Gold
   Prentice Hall - 1996

   Literature and Language, Orange Level
   McDougal Littell - 1994

   Literature and the Language Arts, Birch Level
   EMC - 1996

2. That each student receive a copy of the Writer's Companion: High School.

3. That each high school be allowed to choose one of the three recommended textbooks.

4. That related supplementary materials be approved for use with the adopted textbooks.

FAMILY AND CONSUMER EDUCATION
Consumer Perspectives (formerly called Family Management)
It is recommended:
1. That the following textbook be approved for Consumer Perspectives:

   Personal and Family Economics
   West - 1996

2. That related supplementary materials be approved for use with the adopted textbook.

FAMILY AND CONSUMER EDUCATION
Independent Living
It is recommended:
1. That the following textbooks be approved for Independent Living:

   Skills for Living
   Goodheart - Willcox - 1994

   Goals for Living
   Goodheart - Willcox - 1994

2. That each high school be allowed to choose one of the two recommended textbooks.

3. That related supplementary materials be approved for use with the adopted textbooks.

SCIENCE
Physical Science
It is recommended:
1. That the following textbook be approved for Physical Science:

   The Prentice Hall Science Series
   Prentice Hall - 1994

2. That funds be approved to have the books rebound.

3. That funds be approved for each high school to receive two Pioneer 2200 laser disc players.

4. That funds be approved for each high school to receive a Mac 5200 computer.

5. That funds be approved for each school to receive a projection unit.

6. That funds be approved for each school to receive hands-on materials for students.

7. That supplementary materials be approved for use with the adopted textbooks.

MATHEMATICS
Transition to College Math

It is recommended:

1. That the following textbooks be approved for Transition to College Math:

   Integrated Mathematics 1
   McDougall-Littell - 1995

   Integrated Mathematics 2
   McDougall-Littell - 1995

   Intermediate Algebra
   Cole - 1995

2. That related supplementary materials be approved for use with the adopted textbook.

SOCIAL STUDIES
World Geography
It is recommended:

1. That the following textbooks be approved for World Geography:

   Glencoe World Geography
   Glencoe/McGraw Hill - 1995

   World Geography: A Global Perspective
   Prentice Hall, Inc. - 1995

2. That high schools be allowed to select one of the recommended textbooks.

3. That funds be approved for high schools to purchase:

   Comparative World Atlas
   Hammond

4. That related supplementary materials be approved for use with the adopted textbooks.

SOCIAL STUDIES
World History
It is recommended:

1. That the following textbooks be approved for World History:

   World History: The Human Experience
   Glencoe/McGraw Hill - 1997

   World History: Connections to Today
   Prentice Hall - 1997

2. That related supplementary materials be approved for use with the adopted textbooks.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Todd—1.

* * * * *

(Item 4) Approval of Areas to be Opened for Textbook Study for Texts to be Used Beginning with the 1997-98 School Year

Administration’s Analysis

1. The Board Rule 1.09 provide that each year at the meeting of the Instruction and Community Relations Committee, prior to the regular March Board meeting, the superintendent shall report the subject areas for which adopted texts have been in use six years or more and may be discontinued at the end of the following year.

2. The superintendent may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

Strategic Plan Compatibility Statement

3. 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

4. In accordance with Board Rule 1.09, Textbook Adoptions, the procedures listed below are implemented following Board action with respect to opening subject areas for textbook adoption study.

- Principals and teachers are notified.

- Publishers are notified.

- Nominations and expressions of interest in serving on Textbook Evaluation Committees for the various subject areas are obtained.

- Textbook Evaluation Committees are appointed.

- Textbook Evaluation Committee members are inserviced on selecting materials to promote multiculturalism and deep thinking.

- Textbook Evaluation Committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. They obtain and evaluate available materials, meet with publishers' representatives, and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.

- Textbook Evaluation Committees formulate recommendations with respect to the subject area and the materials under evaluation for possible adoption. Textbook evaluation committees may exercise a number of options in their recommendations. They may recommend: a single adoption, a multiple adoption, adoption of other materials and media in addition to or in lieu of texts, or no adoption. They may recommend delaying adoption pending further study.

- Recommendations from the Textbook Evaluation Committees are reviewed by the Director of Educational Services and then sent to the Superintendent before going to the Board of School Directors.

Fiscal Impact Statement

5. Full implementation of this project will require an investment by Milwaukee Public Schools of $7.3 million in the 1997-1998 budget.

Implementation and Assessment Plan

6. Textbook Evaluation Committees would be appointed in late spring. They would examine materials during the 1995-1996 school year, and make their recommendations to the Board of School Directors in April, 1996.

Superintendent's recommendation

In accordance with the Board Rule 1.09, it is recommended that the subject areas listed below be opened for textbook adoption:

High School

BUSINESS EDUCATION
Introduction to Business Careers

FAMILY AND CONSUMER EDUCATION
Parents and Children
Family Relations
Family and Technology
Family and Jobs

FOREIGN LANGUAGE
French
German

SCIENCE
Biology

SOCIAL STUDIES
Psychology
Afro-American Heritage

Middle and Elementary School

French - Middle School

German - Middle School

English - Middle School

Reading - Elementary

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 5) Action on a Request to Retain Independent Legal Counsel in the Matter of the Lease of the Facility Located at 734 North 8th Street (New School for Community Services)

Administration's Analysis

1. The city is planning to raze the existing structure in order to construct housing units on the current site of the New School for Community Service. Therefore, it will be necessary to relocate the school.

2. The city has been very cooperative in the initial attempts to locate a new site for the school.

3. The Office of the City Attorney is unable to present the Board of School Directors of Milwaukee Public Schools, since it represents and the Milwaukee Common Council in this matter. A copy of a communication from the City Attorney is attached.

Statute, Board Policy or Rule Statement

4. State Statutes (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

5. It is estimated that the cost will be less than $50,000. If the cost is more than $25,000, requests for proposals will be issued, and HUB participation will be sought.

Superintendent's recommendation

That the Board authorize the administration to retain independent legal counsel in the matter of the lease of the facility located at 734 North 8th Street.

The Superintendent requested that this item be held over until the April 17, 1996 Board meeting.

There being no objection, it was so ordered.

* * * * *

(Item 5) 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

MODULAR CLASSROOM ADDITION

Wisconsin Conservatory of Life Long Learning

Reichl Construction Inc., low bidder, Base Bid of $177,600; plus $1,450 for Mandatory Alternate Bid 1 to supply and install an eight foot high chain link fence for a total contract of $179,050

PHASE III ADA COMPLIANCE WORK - BID PACKAGE 8

Maple Tree School

Reichl Construction Inc., low bidder, Base Bid of $193,400; plus $3,700 for Mandatory Alternate Bid 1 to remove and replace existing concrete ramp and steel handrails for a total contract of 197,100

ROOF REPLACEMENT

Lapham Park Assessment Center
Specialty Associates Inc., low bidder, base bid of 79,918

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

O.W. Holmes School
Roman Electric Co., Inc., low bidder, Base Bid of $52,455; plus $2,684 for Mandatory Alternate Bid 1 to provide additional double duplex outlets for seven rooms; plus $7,445 for Mandatory Alternate Bid 2 to provide additional raceway outlets for six rooms; plus $1,786 for Mandatory Alternate Bid 3 to add data boxes and conduit for thirteen additional rooms for a total contract of 64,221

BOILER REPLACEMENT

Dover Street School
Butters-Fetting Co., Inc., low bidder, Base Bid of $148,170; plus $2,792 for Mandatory Alternate Bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic cold and hot water piping for a total contract of 150,962

Hartford Avenue School
Butters-Fetting Co., Inc., low bidder, Base Bid of $155,790; plus $4,279 for Mandatory Alternate Bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic cold and hot water piping for a total contract of 160,069

Approval of Purchases

B-5174 12 ea Boilers (Facilities tor Six Schools)
Recommend award from low bidders as follows:
Hartford Ave School - 2 ea Burnham boilers from Energy Sales, Inc 50,480
35th St School - 2 ea Burnham boilers from Energy Sales, Inc 40,210
37th St School - 2 ea Superior boilers from CSI Industrial..... 53,772
Wisconsin Ave School - 2 ea Superior boilers from CSI Industrial..... 53,772
Dover School - 2 ea Kewaunee boilers from Boiler Supply (Alt) 47,884
Pierce School - 2 ea Kewaunee boilers from Boiler Supply (Alt) 47,884

The Technology Advisory Committee reviewed various projects on February 22 and makes the following recommendations for the purchase of computer hardware and software.

SS-202 Writing to Write Eduquest Lab Expansion (Longfellow)
$56,933 to Entre Computer for a networked IBM Eduquest Writing to Write lab, including a file server, 12 student workstations, software, licensing, installation and ongoing support. Funding is from the 1996 Title I budget.

SS-207 CCC Expansion (Lee)
$93,093 to Computer Curriculum Corporation for a 60 station computer lab including a file server, software, licensing, support, and training. Approximately $86,000 to Apple Computer for 51 ea Macintosh 5200/LC student workstations. The curriculum software will be licensed and installed over a two year period. Funding source is a combination of Title I, P-5, and local school funds.

SS-208 Title I Computer Lab (Burbank)
$45,373 to Apple Computer for 20 ea Macintosh 5200/75 LC student workstations, 3 ea Macintosh Powerbooks, and 22 printers. Additional purchases include one IBM

compatible workstation for library automation, three video projectors, and additional

software. Total cost of the entire project is $69,192. Funding is from the 1995-96 Title I budget.

SS-209 Discourse Computer Lab (Bryant)
$69,096 to the Discourse Learning Company for 85 student workstations, curriculum software, installation, training, and a full two year extended warranty. The workstations will serve three grades and an Ex Ed program. Funding will be from the FY96 and FY97 Title I budget.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of February 29, 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	$376,668,080	$272,355,080	58.0%
Categorically Aided	71,272,090	8,978,591	80,250,681	32,916,477	47,334,204	41.0%
School Nutrition	24,943,898	0	24,943,898	13,341,224	11,602,674	53.5%
Construction	21,731,000	0	21,731,000	17,235,861	4,495,139	79.3%
Extension	6,296,113	0	6,296,113	6,296,113	774,574	87.7%

B. Statement of Expenses as of February 29, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,345	$666,758,104	$390,968,171	$275,789,933	58.6%
Categorically Aided	71,272,090	9,622,094	80,894,184	41,195,314	39,698,870	50.9%
School Nutrition	24,943,898	132,132	25,076,030	16,990,697	8,085,333	67.8%
Construction	21,731,000	9,437,928	31,168,928	18,114,211	13,054,717	58.1%
Extension	6,296,113	44,125	6,340,238	3,580,290	2,759,948	56.5%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through February 29, 1996, and payrolls through February 23, 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. No action is required.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Ameritech	$4,000	Computer Lab/Helping Hands
Allen-Field	Herbert Mahler	$500	RIF
Allen-Field	Rotary Club of Milw.	$400	RIF
Art Program MPS	Milw. Woman's Club	$400	Student Art Awards
Bell	Ameritech	$4,000	Science/Math Activities
Browning	Pieper Electric, Inc.	$100	College Scholarship Fund
Browning	Fund Raiser	$409	College Scholarship Fund
Burbank	P.T.O.	$4,430	Field Trips
Burbank	Anonymous	$105	Microwave
Burbank	P.T.O.	$500	Special Projects
Burbank	P.T.O.	$500	Popcorn Machine
Burbank	P.T.O.	$1,100	Classroom Allotments
Burbank	P.T.O.	$970	Schoolwide Support Services
Burbank	P.T.O.	$400	School Supplies
Burbank	P.T.O.	$650	Special Events (Teachers)
Burbank	P.T.O.	$1,495	Special Events (Students)
Burbank	P.T.O.	$60	Young Authors
Burbank	P.T.O.	$1,020	Educational Supplies
Burbank	P.T.O.	$450	Awards & Incentives
Burdick	David/Mary Chavez	$50	Music
Clarke	Elfun Society	$3,785	Science and Reading
Clarke	Donald Ruch, M.D.	$250	RIF Books
Clarke	Ruth Boyce for Richard W. Hirschboeck	$3,000	$1,000 for Room 29 $2,00 School - Handicap Education Materials
Facilities & Maintenance	Steve Avery	$1,270	Apple Mac 5200/75LC Service Training
Fairview	Gerald/Andrea Strutz	$1,000	1 Apple II, 3 Printers, Software
Fairview	Fred/Barbara Kilp	$1,000	1 Apple GS, 2 Disk Drives, Software
Garden Homes	P.T.O.	$560	Walkie Talkies
Grant	Linda Thompson	$25	School-To-Work Program
Grantosa	PTA	$3,900	$900 School Programs $3,000 School Incentives
Head Start	Educational Foundations	$192	Family Services Components
Home & Hospital Instruction	Clifford/Janet White	$100	Thanksgiving Dinner for Students
Home & Hospital Instruction	Cynthia Kukor Broydrick	$200	Thanksgiving Dinner for Students
Irving	PTC	$1,000	Field Trips
Kagel	TCF Bank	$8,930	Project Butterfly Book Publication/Technology Resources
Lady Pitts	Kohl Foundation	$250	Outstanding Student Luncheon
LaFollette	Flora Odom-Flagg	$1,053	Airfare to LA--3 Educational Assist.
LaFollette	Mary Klug	$170	Four Blue-Black Light Fixtures
Lancaster	PTA	$700	Educational Materials
Lincoln Middle	Fund Raiser	$1,500	IBM Computer for TV Studio
Lloyd	Debra/Michael Dwyer	$250	Girls Basketball Uniforms
Lloyd	Boelter & Lincoln	$100	Camping Trip
Lloyd	Debra/Michael Dwyer	$50	Scholarship Fund
Lloyd	Jeri Ann Rose	$100	Scholarship Fund
Lloyd	Alan Baron	$50	Scholarship Fund

Lloyd	Wyone Haase	$20	Scholarship Fund
Lloyd	Jeri Rose	$200	$150 Incentives $ 50 Projects
Lloyd	Vivian Campbell	$20	Scholarship Fund
Lloyd	Joanne/August Ricca	$30	Scholarship Fund
Lloyd	Jeri Ann Rose	$10	Scholarship Fund
Lloyd	Robert Adams	$50	Scholarship Fund
Lloyd	Robert Harman	$25	Scholarship Fund
Lloyd	Paula & Duncan Shrout	$25	Scholarship Fund
Lloyd	George/Evelyn Gay	$450	Scholarship Fund
Lloyd	Ely Leichtling	$50	Scholarship Fund
Lloyd	E. Vander Haegen	$50	Scholarship Fund
Lloyd	Jeri Ann Rose	$10	Scholarship Fund
Lloyd	Nicolet Beach Rentals	$75	Camping Trip, Bike Rental
Lloyd	Thumb Fun, Inc.	$235	13 Ride & Slide Passes
Lowell	McDonald's	$150	Purchase RIF Books
Lowell	PTO	$109	Purchase RIF Books
MacDowell	PTA	$4,400	Library and RIF Class Supplies, Field Trips
Marshall	Social Security Administration	$225	Three Audio Recorders One 16mm Projector
Marshall	Pereles Bros., Inc.	$1,800	Apple Computer & Printer
Marshall	Warner Cable	$2,123	Installation of Three Cable Boxes and Modulators
Meir	Jack Rosenberg	$1,000	Bronze Bust and Vase of Golda Meir
Meir	WEPCO	$1,000	Six IBM Computers
MHSA	Robert W. Baird & Co.	$45,000	38 Computers
MHSA	Glenview Hayes	$500	$Donation - Theatre Department
Milwaukee Tech	Harley Davidson	$500	Universal Gym - Weight Lifting
Milwaukee Tech	MATC	$4,800	24 Zenith Data Systems PC Computers - CAD Drafting
Milwaukee Tech	Tassara Gianfranco	$750	Computer, Printer, Monitor, CPU
Milwaukee Tech	Milw. Christmas	$150	Parade Marching in Xmas Parade
Milwaukee Tech	Conrad Schmidt Studios	$750	Computer, Printer, Monitor, CPU
Milwaukee Tech	Stratton Security	$75	Optical Comparator
Morse	Rotary Club of Milw.	$100	School Chorus
Pulaski	Amato Oldsmobile	$7,500	Staraliner Quickline 5500
Pulaski	JoEllen Pfundheller	$265	$200 Tennis Racquet $65 Wilson Shoes
River Trail	Guaranty Bank	$250	Prairie Theme for 1995-96
Riverside	Lisa Menefee	$500	MAC SE Computer
Riverside	M. Gonalez-Edwards	$40	Sharp Microwave
School Age Parent Center	Harnischfeger Industries	$500	Graduation Luncheon
Sixty-fifth Street	Mt. Mary College	$240	Little Tykes Castle
Steuben	Wal-Mart	$25	Improving Attendance
Story	Reynolds Metals	$500	Washington, DC Trip
Story	Cerac Incorporated	$100	Washington, D.C. Trip
Townsend	Fund Raiser	$6,534	2 Apple Computers, Laser Writer Printers, Cables, Software
Townsend	Friends of Townsend	$544	Fax Machine
Trowbridge	Parent Organization	$200	Fax Machine

Vincent	Universal Foods	$1,250	Electronic Balance for ANR
Walker	Karl's Rental	$500	Basketball Uniforms
Washington	Donna Pasolt	$425	Enlarger for Photo Darkroom Darkroom Equipment
Washington	Gene & Ruth Posner Foundation, Inc.	$100	Memorial Gift
Washington	Avery Dennison	$795	500 5-Tab Indexes/Parent Handbook
Washington	Donna Pasolt	$475	Darkroom Equipment
Whitman	PTA	$850	Various School Organizations
Whittier	P.T.O.	$940	Classroom Materials/Field Trips
Wis. Conservatory	Dr. J. Kostrzewski	$25	Scholarship Fund
Wis. Conservatory	Milw. Tech Iron Mine	$100	Scholarship Fund
Wis. Conservatory	Security Bank	$25	Scholarship Fund
Wis. Conservatory	RSE Video	$25	Scholarship Fund
Wis. Conservatory	Am. Family Insurance	$25	Scholarship Fund
Wis. Conservatory	B&B Trophies	$25	Scholarship Fund
Wis. Conservatory	Imperial Flavors	$25	Scholarship Fund
Wis. Conservatory	Sholes Middle School	$25	Scholarship Fund
Wis. Conservatory	The Dentists	$25	Scholarship Fund
Wis. Conservatory	Dr. Kostrzewski	$25	Scholarship Fund
Wis. Conservatory	Gile & Linda Tojek	$25	Scholarship Fund
Wis. Conservatory	Mrs. Christine Sinicki	$10	Scholarship Fund
Wis. Conservatory	Instruc. Media Service	$100	Scholarship Fund

Superintendent's recommendations

1. That the Board award the above contracts

2. That the Board authorize the above purchase.

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

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

Director Sinicki left the meeting at this point.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 6) 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 and School Social Workers

2. The Superintendent recommends that the Board approve the following appointments of teachers and physical therapists, 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.

Report on Affirmative Action

5. The affirmative action monthly personnel transaction report for December, 1995, is attached. This is an informational report; no action is required.

Superintendent's Recommendation

That the Board approve the classified personnel transactions, appointments of certificated personnel and the leaves of absence as listed below.

CLASSIFIED PERSONNEL TRANSACTIONS

	Name and Assignment	Position and Salary	Date
		APPOINTMENTS	
5	Lois Becker Dover	Clerk Typist I $13,251.11/yr.	02-21-96
5	Curt Gaidosh Kosciuszko	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
2	Nicole Greer Hi-Mount	Clerk Typist I $13,251.11/yr.	02-13-96
2	Felissa Jackson Sarah Scott	Clerk Typist I $13,251.11/yr.	02-19-96
5	William McCarthy Fac. & Main.	School Engineer I $26,247.00/yr.	02-12-96
5	Nancy Packard Philipp	School Secretary I $19,257.33/yr.	02-19-96
5	Cara Rozwick 65th	Handicapped Children's Assistant $11,274.31/yr.	02-02-96
5	Marvin Siravo Fac. & Main.	Plasterer $19.18/hr.($38,360.00/yr.)	02-05-96
2	Khayyana Suggs Riverside	Clerk Typist I $13,251.11/yr.	02-26-96
2	Dolores Trammell Lloyd	Clerk Typist I $13,251.11/yr.	03-04-96
2	Deborah Tucker	Associate School Nurse	03-18-96

EESSC	$17,852.74/yr.

	Name and Assignment	Position and Salary	Date
		APPOINTMENTS, continued	
5	Catherine Vogt Whittier	Clerk Typist I $13,251.11/yr.	02-19-96
5	Lora Young Bruce	Handicapped Children's Assistant $11,274.31/yr.	02-05-96
		PROMOTIONS	
2	Darrell Cannon Lincoln Middle	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
5	Margaret Cortez Ex. Ed. & Supp. Serv.	School Secretary I $18,270.72/yr.	02-12-96
5	Wendylu Cox Vincent	School Secretary I $15,157.33/yr.	02-06-96
2	Adrian Gibbs Riverside	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
5	Dawn Gutierrez EESSC	School Secretary I $15,157.33/yr.	02-20-96
2	Stephanie Hampton EESSC	School Secretary I $18,270.72/yr.	02-12-96
5	Heidi Lenheim Lincoln Middle	School Secretary I $15,157.33/yr.	02-06-96
2	Ouida McKay Clemens	School Secretary I $15,157.33/yr.	03-04-96
2	Katy Scott Sarah Scott	School Secretary II $24,055.46/yr.	12-04-95
5	Helene Tarantino Allen-Field	School Secretary I $15,157.33/yr.	03-04-96
2	Goritil Spells Roosevelt	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
2	Mary Stevenson McNair	School Secretary I $15,157.33/yr.	03-04-96
5	Therese Szafranski Garland	Food Service Manager I $12,931.34/yr.	02-23-96
2	Reginald Tillman Madison	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
4	Brian Vila Central Services	Boiler Attendant Trainee $21,078.46/yr.	03-11-96
2	Nicole Wilson	School Secretary I	03-04-96

Madison	$15,157.33/yr.

RETURNS FROM LEAVE

Brenda Pullen-O'Donnell Maple Tree	School Secretary I $13,745.78/yr.	02-20-96

REINSTATEMENTS

Marta Martinez Parent & Student Serv.	School Secretary I $19,013.02/yr.	02-05-96

CHANGES IN STATUS

Carol Kress Human Resources	School Secretary I $23,189.66/yr.	03-11-96
Rachel Lockhart Zablocki	School Secretary I $15,776.89/yr.	03-11-96
Sara Longley 78th	Handicapped Children's Assistant $11,274.31/yr.	02-13-96

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between January 25, 1996, and February 6, 1996, inclusive:					
(r)	Nora L. Bargo Elementary	B	26,854	2	02-05-96
(r)	Julie A. Bottum Upper Elem./Science	B	24,413	0	01-29-96
(nr)	Beth K. Burrows C. D.	B	24,413	0	01-29-96
(r)	Shannon L. Carr Upper Elem./Gr. 6	B	25,634	1.5	01-29-96
(r)	Maria Gonzalez de Nunez Elementary/Bilingual	B	24,413	0	01-29-96
(r)	Richard V. Hahn E. D.	B	24,413	0	01-29-96

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Lawrence M. Hoffman Elementary	C (+ $1,000 for earned Ph.D.)	37,242	7	02-06-96
(r)	Sandra K. Jordan Dance	B	28,075	3.5	02-05-96
(nr)	Neil S. Klosterman Upper Elem./Soc. Studies	B	24,413	0	01-29-96
(nr)	David J. Nash L. D.	B	25,634	1	02-01-96
(r)	Cheryl E. Rybka Elementary/Grade 2	B	12,206.50 (.5 Contract)	0	02-05-96
(nr)	Julie M. Scherrer Kindergarten	B	24,413	0	01-26-96
(r)	Susan E. Schwabe EC:EEN	B	24,413	0	02-05-96

Effective between January 25, 1996, and February 6, 1996, inclusive:

(nr)	John W. Summers Upper Elementary	B	24,413	0	01-29-96

Effective between February 7, 1996, and February 20, 1996, inclusive:

(r)	Carrie S. Flynn C. D.	B	24,413	0	02-13-96
(nr)	Marni H. Mosesson Kindergarten	B	25,634	1	02-14-96
(nr)	Julia M. Nawrot ESL	B	28,075	3	02-19-96
(nr)	Julie M. Riemer Grade 5	B	25,634	1	02-13-96
(r)	Kim M. Roblek Grade 5	B	24,413	0	02-20-96
(r)	Jason Ward Elementary	B	25,634	1	02-08-96
5(nr)	Shannon M. Werner L. D.	B	24,413	0	02-13-96

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	John J. Woida Biology/Chemistry	C	27,587	0	02-13-96

(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

Illness Leave, to June 14, 1996:	Present Assignment	Effective From
Patricia Buechel	Hopkins	January 29, 1996
Kathleen McDermott	Recreation	January 29, 1996
Maternity Leave, to June 14, 1996:		
Margaret Wittkowske	Barton	May 21, 1996
Personal Leave, to June 14, 1996:		
Nicolette Timm	Gaenslen	February 5, 1996
Personal Leave, to June, 1997:		
Susan Norris	Social Work	August, 1996
Extension of Illness Leave, to June 14, 1996:		
Faye Ellen Thom	Leave	January 29, 1996

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Melissa S. Abram	Other Work	03-15-96
Shelly L. Amini	Speech Path.	02-28-96
A. Helen Baylor	Social Worker	06-25-96
Richard G. Boorse	Teacher	06-14-96
Gary W. Brunkhorst	Teacher	12-20-95

Donald R. Bullamore	Teacher	06-14-96
Paul I. Dang	Teacher	01-26-96
Amy L. Dunn	Teacher	02-15-96
Mark A. Gerol	Teacher	06-14-96
Rona A. Kasdorf	Teacher	06-14-96
Raymond J. Kirch	Teacher	02-26-96
H. Maxine Lelivelt	Teacher	02-22-96
Durga N. Patel	Teacher	06-14-96
Michael M. Pearson	Teacher	02-01-96
Frank J. Pipp	Teacher	04-04-96
Richard J. Podolske	Teacher	07-30-96
Robin H. Rafaelidys	Teacher	02-14-96
Mirjana Sasich	Teacher	06-14-96
Jo Ann M. Schmidt	Teacher	07-14-96
Laura K. Seidlitz	Teacher	02-08-96
Linda J. Sokup	Teacher	03-13-96
Robert A. Zickuhr	Teacher	06-14-96

Director O'Neil moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 8) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

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

5(r)	Joseph Gorecki	Mechanical Engineer Div. of Facilities and Maintenance	Schedule III, Range 7A $52,000

Director Gardner moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

By unanimous consent, the Board next took up New Business and Communications.

NEW BUSINESS

Director Fisher moved to change the date of the Board's statutory public hearing on the proposed FY97 budget from April 16 to 6:30 PM, April 18, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from the Downtown Montessori School and Child Care Center Submitting a Charter School Proposal.

Referred to the Agenda Planning Session of the Board for consideration at a future Board meeting.

Communication from Tyrone Dumas Regarding the Current Direction of MPS.

Referred to the Agenda Planning Session of the Board for consideration at a future Board meeting.

Communication from AFSCME requesting an opportunity to address the Board regarding 94-96 contract negotiations.

Referred to the Agenda Planning Session of the Board for consideration at a future Board meeting.

Communication from the Milwaukee Teachers' Education Association regarding the Educational Planning Process for Schools the Board has Voted to Close and Reconstitute.

Referred to the Agenda Planning Session of the Board for consideration at a future Board meeting.

Communication from Local 150 requesting an Opportunity to address the Board regarding Contract Negotiations.

Referred to the Agenda Planning Session of the Board for consideration at a future Board meeting.

UNFINISHED BUSINESS

(Item A) Report on Contract Negotiations with the MTEA (Teachers, Substitute Teachers, Educational Assistants, School Accountants/Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616

Director Fisher moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (e) for the purpose of formulating negotiations strategy with respect to the various bargaining units.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 8:02 PM.

The Board adjourned from executive session at 9:35 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 2, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors Braun, Fisher, Gardner (7:02 PM), O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent—Director Johnson—1.

AWARDS AND RECOGNITIONS

EXCELLENCE IN EDUCATION AWARDS

Jessica Kern
Sophomore at Washington High School

Jessica was one of 40 students from across the country invited by President Bill Clinton to participate in the White House Leadership Conference on Youth, Drug Use, and Violence. Jessica traveled to Washington, D.C. on March 6-7, 1996, for the conference and a reception at the White House.

The White House Leadership Conference provided an opportunity to examine solutions and move forward with proven strategies to reverse trends of drug use and violence among young people. During the conference, participants discussed how to strengthen the efforts of family, the media, communities, and businesses to reduce drug use and violence and help young people make positive choices for themselves.

Washington High School students started a movement a couple of years ago to promote peace in their school and community. Jessica is among the many students at Washington actively involved with the efforts and was unanimously selected to attend the conference by her peers at school. While in Washington, D.C., she met with U.S. Senator Herb Kohl to discuss the efforts the Washington High School students are making to promote peace and stop violence and how the community and politicians can help promote nonviolence.

Jessica has a 3.714 grade point average and is ranked seventh in her class at Washington. She is involved in numerous activities, including student government and peer mediation. She is a member of the girls basketball team that won the state championship three years in a row. Jessica is a varsity letter winner in volleyball and track. She was the 1995 city conference hurdle and triple jump champion, and the 1995 WIAA regional and sectional triple jump champion.

In addition to her school activities, Jessica is a volunteer at Marion Catholic Home, and has performed in local theater, including the Broadway musical *FAME* staged by CAPUTA Productions.

The Board of School Directors and the entire school community recognizes Jessica Kern for her exemplary record of academic and athletic achievements and for her work in school and the community to promote peace and nonviolence.

Antonia Toni Ramos
Educational Assistant at Kagel Elementary School

Ms. Toni Ramos was selected as the 1996 Bilingual Instructional Assistant of the Year by the National Association for Bilingual Education. She has been an educational assistant at Kagel Elementary School since 1987. Ms. Ramos received the award at a ceremony on March 15, at the association's annual

conference in Orlando, Florida, which was attended by more than 8,000 educators, parents, policy makers, and concerned corporate citizens.

In being selected to receive the award, James J. Lyons, executive director of the National Association for Bilingual Education, cited Ms. Ramos for going beyond the classroom to further the education of her students.

Assistant principal Karen Theama called her, "an extremely conscientious, dedicated, hard working bilingual educator." Besides being an outstanding classroom professional, she hosts a community service radio show on Saturday evenings on WYMS, called "Siempre Con Usted" (Always with You). She has volunteered her services to this radio show for 16 years. She also tutors students on weekends, teaches parent courses on flower arrangement and Mexican cooking, translates for other teachers at parent-teacher conferences, and coordinates a children's cultural dance group.

Ms. Ramos has volunteered her services in the community in a variety of ways, including being involved with the Cinco de Mayo Celebration for more than 10 years and the Mexican Fiesta for more than 15 years.

Ms. Ramos has a deep appreciation for education which grew out of her own struggle to educate herself and her children. As a 12-year-old child in Mexico, where schooling was free only until the sixth grade, she worked as a grocery store cashier to pay for her books and school tuition. She eventually graduated from a Mexican high school. In the 1950s, her children attended schools that, under Texas state law, barred the Spanish language on school grounds. Thirty-two years after she left school in Mexico, Ms. Ramos earned her U.S. high school equivalency diploma in 1977 through night courses at the Milwaukee Area Technical College.

Ms. Ramos has a love of learning which she passes on to the children she assists in the classroom and the community. She also has a deep belief in bilingual education which she says, "demonstrates respect for a student's culture and the worth of a child." Ms. Ramos credits her teachers for her continued love for learning. She said, "They fostered my reading, writing, and math skills, and instilled in me a sense of self-worth and respect. I held my teachers in the highest esteem."

In recognizing Ms. Ramos, we are holding her up in the highest esteem. On behalf of the entire school district, we would like to express our sincere appreciation to Ms. Antonia "Toni" Ramos for her dedication and commitment to her students and the children of Milwaukee.

* * * * *

APPROVAL OF MINUTES

The minutes of the February 28, 1996 board meeting were approved as printed.

REGULAR ITEMS OF BUSINESS

Director Sinicki moved to suspend Board Rule 1.09 to allow the Board to give hearing and act on the regular items of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Informational Report on School-To-Work

School-To-Work (STW) officially began in MPS when the Board of School Directors adopted the School to Work task force report in January 1994. The K-12 Teaching and Learning Goals and Principles are what students should learn; School to Work is how students will learn.

K-12 and STW represent both the relevance and the substance needed to effectively prepare students for the new MPS graduation requirements and for life-long learning in the 21st century. Through STW, students learn high level mathematics, science, communication and thinking skills by solving real life problems.

Through STW, students learn not only in schools, but in the community. Parents, employers and community members are involved in teaching and supporting our students. Instead of learning about the traditional subjects, students learn by applying those subjects.

Milwaukee's STW process has drawn national attention because it is unlike other STW approaches around the country. In other places, STW emphasizes vocational training to high school students who do not plan to go on to college. In Milwaukee, STW is for all students, from elementary school onward. Milwaukee's STW is aimed at giving all students the skills they need to succeed in college and preparing them for careers in the 21st century.

This informational session will be centered around three questions:

- How have schools, central services and community members organized themselves around STW?
- How do the essential characteristics of STW relate to achieving high standards?
- How have local and national entities supported our STW efforts?

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(Item 2) Informational Report on Technology

In February 1992, the Milwaukee Board of School Directors directed the administration to develop a needs assessment of the district's overall technology requirements.

The resulting long range technology plan, called the Strategic Plan for Technology, was approved by the Board in September 1993 as a working document and a planning framework to establish the broad direction for administrative and educational technology for the district.

The Executive Technology Review Committee (ETRC) comprised of MPS administrators, a Board staff representative, and a private sector representative, meets on a regular basis, monitoring the implementation of the Strategic Plan and ensuring successful implementation of technology in our district.

The informational session on Technology will include:

- a summary of the successes and accomplishments from 1995-96.
- an elaboration of the plans for 1996-97.

* * * * *

(Item 3) Hearing on a Charter School Proposal from HR Academy

Background

At its meeting on January 31, 1996, the Board received a charter school proposal from HR Academy.

The proposed charter school's program design will focus on meeting the needs of middle school children, grades 6-12, who desire an outcome-based education, organized around seven fundamental areas of learning. A copy of the complete proposal is attached.

Recommendation

1. That hearing be given to representatives of HR Academy.

2. That the Board determine what action it wishes to take with respect to the proposal.

Director Gardner moved that the Superintendent be directed to enter into negotiations with HR Academy to ascertain whether the expansion of HR Academy's current partnership program and funding, to accommodate more students and the added emphasis on arts and other matters presented in this petition, is consistent with the resolutions of the Board last fall authorizing such expansion of the charter schools, with the possibility of making this a charter school for the next school year.

The motion prevailed, the vote being as follows:

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

Noes—Director Sinicki and President Bills—2.

Voting "present"—Director O'Neil—1.

* * * * *

(Item 4) Hearing on a Charter School Proposal from the Downtown Montessori School and Child Care Center

Background

At its meeting on March 27, 1996, the Board received a charter school proposal from the Downtown Montessori School and Child Care Center.

The Downtown Montessori School offers a Montessori program for children ages three to five, and also offers child care for one and two year olds and day care for school children up to age 12. A copy of the complete proposal is attached.

The proposal was received in the Office of Board Governance prior to the March 1 deadline specified in the Board's charter school policy, and is in order for consideration for this year.

Recommendation

1. That hearing be given to representatives of the Downtown Montessori School and Child Care Center.

2. That the Board determine what action it wishes to take with respect to the proposal.

Director Gardner moved that the Superintendent enter into negotiations with Downtown Montessori School to ascertain whether Downtown Montessori's proposal fits in with the Board's priorities, including expanded parental choice within MPS, expansion of K-4 kindergarten seats, expending Montessori options, and promoting child care

integrated with MPS early education, and to 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's conversion to a non-profit organization and becoming an MPS charter school.

Director Small moved to amend the motion by replacing "1996-97" with "1997-98".

The amendment failed of adoption on a tie vote:

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

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

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

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

Noes—Directors Fisher and Sinicki—2.

* * * * *

(Item 5) Informational Report on the Progress of the Innovative Schools Committee

Background

The Innovative Schools Committee is comprised of administrators, teachers, parents, principals, and the business community. It was formed in fall 1994, to review proposals for innovative schools and make recommendations to the Superintendent regarding the further development and implementation of these proposals.

The Innovative Schools Committee considers the following broad criteria when reviewing proposals:

- 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.

A proposal must address the population of students that will be served, the instructional program and its relationship to the K-12 Teaching and Learning principles and goals within the framework of School to Work, the involvement of parents in developing the proposal, the timeline for implementation, and the evaluation plan. The proposed innovative school must be able to operate within the district's average per pupil allocation and its implementation is contingent on the availability of facilities.

Timeline

Although abstracts and proposals may be submitted to the committee at any time, experience has shown that approval of the Board is needed by October of any given year for implementation the following year. This allows sufficient time for program development, student enrollment, staffing, and preparation of facilities. The committee meets as frequently as needed in order to review proposals in a timely manner.

Proposals Recommended for Implementation

During the 1994-95 school year, the following innovative school proposals were recommended to the Superintendent for implementation in 1995-96. These proposals were supported by the Superintendent and approved by the Board of School Directors:

Grand Avenue Secondary School

An extension of high school grades to Grand Avenue Middle School; integrated curriculum, thematic learning.

Milwaukee School of Entrepreneurship

A high school for juniors and seniors who are interested in connecting academic subjects to the business world.

Milwaukee Village School
A middle school with a focus on the needs and interests of students in the North Division neighborhood.

New School for Community Service
A high school for juniors and seniors who are interested in integrated curriculum projects related to community service.

Wisconsin Conservatory for Life-Long Learning
A K-12 school where groups of students work with the same team of teachers over a period of several years.

During the 1995-96 school year, the following innovative school proposals were recommended to the Superintendent for implementation in 1996-97. These proposals were supported by the Superintendent and approved by the Board in October 1995:

Congress Extended Year School
An elementary, year-round, school.

Fritsche Middle School
An innovative school with systems thinking in the school vision and planning process, decentralized budget, school community evaluation of the principal, block scheduling, and reorganized instruction.

Metropolitan High School for the Arts and Technology
A small school-within-as school to be located at Madison High School with a focus on technology and the arts using innovative instructional strategies.

Milwaukee School of Languages
An extension of the language immersion elementary and middle schools into high school levels.

The following abstract was approved for further development for implementation at a future date:
Vincent High School Academy
A school within a school concept targeted at ninth grade students who are at risk of dropping out. The program will provide academic support to students while they are participating fully in the curriculum of Vincent High School.

The following abstracts were reviewed by the Innovative Schools Committee during the past two years and were not approved for further development:

Milwaukee Four Seasons Preparatory School
Youth Leadership Development School
Milwaukee City Academy
Summer Academy at Rufus King
American Sign Language Immersion

The following proposals were reviewed by the Innovative Schools Committee during the past two years and were not recommended by the committee for implementation:

Arthur Ashe School of Excellence
Milwaukee Sanctuary School
Structuring Teaching
Y.E.S. Youth Educational Solutions

Funding
Proposal developers for innovative schools can receive up to $7,500 in a planning grant to develop a full proposal.

If the full proposal is approved by the Superintendent and the Board for implementation, the Superintendent may grant up to $75,000 to assist in the initial planning and implementation. The amount of funding is determined by the needs of the school.

Evaluation

The district has contracted with consultants from the North Central Regional Educational Laboratory (NCREL) to conduct an evaluation of the five innovative schools which began this year. The evaluation will span a 15 month period and will provide ongoing recommendations to the schools so that they can make improvements as needed. The results of the completed evaluation will be provided to the members of the Board of School Directors.

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UNFINISHED BUSINESS

(Item A) Report on Negotiations with Respect to a Charter School Contract with Highland Community School

The Superintendent requested permission to withdraw this item.

There being no objection, the request was granted.

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NEW BUSINESS

(Item B) Action on Recommendations to Adopt Resolutions to Establish Procedures for Resolving Complaints Against Board Members and for Removal of Board Members from Office

Background

At its meeting on February 26, 1996, the Committee on Legislation, Rules and Policies considered procedures for censuring Board members and for removal of Board members from office. At the February 28, 1996, Board meeting, the Committee advised the Board that it intended to submit to the Board, no later than March 31, 1996, a procedure regarding the manner of hearing and disposing of complaints against a Board member.

Because of the Board's heavy March calendar, it was decided at the Agenda Planning Meeting on March 6, 1996 to place the item on the Board's April 2, 1996 agenda, rather than schedule an additional Committee meeting.

Board Rules Involved

The Board rules governing Board member censure and Board member removal from office are as follows:

1.24 Board Member Censure. A majority of the Board membership (five) may censure any member of the Board for misconduct in office or violation of Board rules. The Board shall provide by resolution a process for investigating, hearing and disposing of complaints against a Board member.

1.25 Board Member Removal from Office.

(2) A majority of the membership (five) of the Board may dismiss from office for malfeasance any member of the Board. The Board shall provide by resolution a process for investigating, hearing and disposing of complaints against a Board member.

City Attorney's Involvement

This matter had been previously considered by the Committee at a meeting on May 24, 1995, when it considered, but did not act on, procedures drafted by the City Attorney.

At its February 26 meeting, the Committee determined that the both procedures would be limited to complaints initiated by Board members.

Subsequent to the February 26 meeting, the Office of Board Governance requested the City Attorney to review the transcripts of the meeting and to review and resubmit the procedures for Board consideration in the light of the discussion at that meeting. This review has been completed, and the City Attorney's letter transmitting the proposed procedures is attached.

RESOLUTION TO ESTABLISH PROCEDURES FOR CENSURING A BOARD MEMBER UNDER BOARD RULE 1.24

WHEREAS, The Board is desirous of implementing procedures to censure a Board member as provided in Board Rule 1.24; and

WHEREAS, The Legislation, Rules and Policies Committee has discussed this matter on various occasions; and

WHEREAS, Wisconsin State Statute 119.12 (1) provides that the Board adopt procedures by resolution for the manner of hearing and disposing of complaints against a Board member; and

WHEREAS, the City Attorney has recommended such procedures for the Board's consideration; now, therefore, be it

RESOLVED, That by adoption of this resolution, the Board hereby establishes the following procedures for censuring a Board member under Board Rule 1.24:

PROCEDURES TO CENSURE A BOARD MEMBER

1. When a complaint of misconduct in office or violation of Board rule is made by one or more Board members against another Board member, the Board shall appoint a Committee to investigate the complaint. The Board may elect to appoint a Committee of at least two from among its membership to conduct the investigation, or the Board may elect to appoint a Committee of non-Board person(s) to conduct the investigation.

    a) If, after preliminary investigation, the Committee determines that credible evidence does not exist to support a prima facie case of misconduct in office or violation of Board rule(s), the Committee shall dismiss the complaint.

    b) If, after preliminary investigation, the Committee determines that there is credible evidence to support a prima facie case of misconduct in office or violation of Board rule(s), the Committee shall set a time, date and location for a hearing before the Committee. The Committee shall draft written notice of the particulars of the alleged misconduct in office or violation of Board rules.

2. At least five (5) days prior to the hearing before the Committee, the Committee shall personally serve on the accused Board member, or send to the accused Board member by certified mail, a written notice which sets forth the time, date and location of the Committee hearing and which sets forth the particulars of the alleged misconduct in office or violation of Board rule(s).

3. The Committee may, upon written request of the accused Board member, grant a postponement of the commencement of the Committee hearing for a period not to exceed thirty (30) calendar days.

4. The accused Board member may be represented by counsel and shall have the opportunity to present witnesses and to confront and cross examine adverse witnesses at the Committee hearing.

5. The Board President, or Vice President, in the event the President is the accused Board member, shall upon request of any Committee member or the accused Board member or counsel, issue subpoenas for the attendance of witnesses or the production of documents.

6. All testimony taken at the Committee hearing shall be under oath. A transcript and written record of the Committee hearing shall be produced. After hearing evidence and arguments, the Committee shall prepare written findings of fact and a recommendation for the full Board.

7. The full Board shall review the transcript and written record of the hearing and the Committee's findings of fact and recommendation. The Board may, in its discretion, hear further testimony and receive further evidence.

8. As soon as practicable after the conclusion of the hearing, the full Board shall vote as to whether by a preponderance of the credible evidence the accused Board member has engaged in misconduct in office or has violated Board rule(s). If the Board finds, by a majority vote of its members-elect that the accused Board member has engaged in misconduct in office or has violated Board rule(s), the member shall be deemed censured.

RESOLUTION TO ESTABLISH PROCEDURES FOR REMOVING A BOARD MEMBER FROM OFFICE UNDER BOARD RULE 1.25

WHEREAS, The Board is desirous of implementing procedures to remove a Board member from office as provided in Board Rule 1.25; and

WHEREAS, The Legislation, Rules and Policies Committee has discussed this matter on various occasions; and

WHEREAS, Wisconsin State Statute 119.12 (1) provides that the Board adopt procedures by resolution for the manner of hearing and disposing of complaints against a Board member; and

WHEREAS, the City Attorney has recommended such procedures for the Board’s consideration; now, therefore, be it

RESOLVED, That by adoption of this resolution, the Board herby establishes following procedures for removing a Board member from office under Board Rule 1.25:

PROCEDURES TO REMOVE A BOARD MEMBER FROM OFFICE

1. When a complaint of malfeasance is made by one or more Board members against another Board member, the Board shall appoint a Committee to investigate the complaint. The Board may elect to appoint a Committee of at least two from among its membership to conduct the investigation, or the Board may elect to appoint a Committee of non-Board person(s) to conduct the investigation.

    a) If, after preliminary investigation, the Committee determines that credible evidence to support a prima facie case of malfeasance does not exist, the Committee shall dismiss the complaint.

    b) If, after preliminary investigation, the Committee determines that credible evidence to support a prima facie case of malfeasance does exist, the Committee shall set a time, date and location for a hearing before the Committee. The Committee shall draft written notice of the particulars of the alleged malfeasance.

2. At least five (5) days prior to the hearing before the Committee, the Committee shall personally serve on the accused Board member, or send to the accused Board member by

certified mail, a written notice which sets forth the time, date and location of the Committee hearing and which sets forth the particulars of the alleged malfeasance.

3. The Committee may, upon written request of the accused Board member, grant a postponement of the commencement of the hearing for a period not to exceed thirty (30) calendar days.

4. The accused Board member may be represented by counsel and shall have the opportunity to present witnesses and to confront and cross examine adverse witnesses at the Committee hearing.

5. The Board President, or Vice President, in the event the President is the accused Board member, shall upon request of any Committee member or the accused Board member or counsel, issue subpoenas for the attendance of witnesses or the production of documents.

6. All testimony taken at the Committee hearing shall be under oath. A transcript and written record of the Committee hearing shall be produced. After hearing evidence and arguments, the Committee shall prepare written findings of fact and a recommendation for the full Board.

7. The full Board shall review the transcript and written record of the hearing and the Committee's findings of fact and recommendation. The Board may, in its discretion, hear further testimony and receive further evidence.

8. As soon as practicable after the conclusion of the hearing, the full Board shall vote as to whether by a preponderance of the credible evidence the accused Board member has committed act(s) of malfeasance. If the Board finds, by a majority vote of its members-elect, that the accused Board member has committed act(s) of malfeasance, the member shall be considered dismissed from office, and his/her seat on the Board shall thereupon be vacant.

Recommendations

1. That the Board adopt the resolution to establish procedures for the censureship of Board members.

2. That the Board adopt the resolution to establish procedures for removal of a Board member from office.

Director Gardner moved to adopt the resolutions.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item C) Informational Report on Possible Budget Amendments that may Transfer, from Various Central Services Accounts, up to $7.0 Million for Lower Class Size in Elementary Schools and up to Approximately $2.3 Million to Reinstate 44 Positions Scheduled for Layoffs.

The Superintendent presented informational report on possible budget amendments that may transfer, from various central services accounts, up to $7.0 million for lower class size in elementary schools and up to approximately $2.3 million to reinstate 44 positions scheduled for layoffs.

* * * * *

The Board recessed from 9:08 to 9:11 PM.

The Board adjourned at 9:31 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 17, 1996

Meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher, Gardner (6:35 PM), O'Neil, Sinicki, Small, Todd (8:12 PM) and President Bills—8.

Absent and excused—Director Johnson—1.

AWARDS AND RECOGNITIONS

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. The Milwaukee school board was selected for its outstanding support for high quality arts education in the Milwaukee Public Schools. The award will be presented at the National School Boards Association annual conference on April 16, 1996, in Orlando, Florida. This is the first time in the eight-year history of the national award that a large urban school district has achieved this recognition. In February, the Milwaukee Board of School Directors was named recipient of the 1996 Wisconsin Alliance for Arts Education and Wisconsin School Board Association State School Board Award. Milwaukee then advanced as the Wisconsin winner to the national competition.

Actions by the Milwaukee Board of School Directors reflect a strong commitment to strengthening schools with effective arts education programs. For example, MPS has developed a highly successful kindergarten through twelfth grade arts magnet schools program involving Elm Creative Arts Elementary, Roosevelt Middle School of the Arts, Lincoln Middle School of the Arts, and the Milwaukee High School of the Arts. In addition to outstanding arts programs, these schools also rank among the highest of all schools in student academic achievement measures.

Other MPS schools have developed unique arts focuses. Burdick Elementary, a kindergarten through eighth grade school, offers a fully integrated arts program at all levels incorporating music and technology. The school is one of three elementary schools that requires all students to play a musical instrument.

MPS schools and students consistently win awards for achievement in the arts. For example, Lincoln Middle School of the Arts has been awarded the City of Milwaukee Award of Excellence from the Milwaukee Art Commission for its unique programs and collaboratives with artists and arts organizations. Lincoln has an artist in residency program where artists provide an “educational barter” in exchange for use of space. Performance and studio spaces have been designated for community arts groups, including an opera company, two dance companies, a mime troupe, two painters, a printmaker, and two theater companies. These artists perform at various schools and school groups come to Lincoln to visit the artists on site.

In addition, Elm Creative Arts Elementary School received the 1996 Arts Leadership Award from the International Network of Performing and Visual Arts Schools for excellence in the arts. And the MPS Art Department has been recognized by the Getty Foundation for exemplary practices in Discipline Based Art Education. This model incorporates aesthetics, criticism, art history, and art making as essential components of art curriculum.

Arts in MPS are considered core subjects—not electives—and are required courses for students in pre-school through sixth grade. The Board also adopted a standard requiring students to complete one unit of a fine arts course for high school graduation. MPS is one of only a handful of school districts nationwide that require a unit in arts for graduation.

MPS offers artist in residency programs, composer in residency programs, and Blues in the Schools activities. The district has a strong partnership with the Milwaukee Art Museum which includes the art satellite program for high school students, Golda Meir and Elm junior docent program, Curriculum Connections Field Trip project that allows all students exposure to the arts, special event teacher curriculum packets, the Discipline Based Arts Education project, and the Scholastic Arts Awards program.

Arts partnerships with the district also include strong associations with the Milwaukee Symphony Orchestra and its Arts in Community Education project, the Civic Music Association, the University of Wisconsin-Milwaukee, Marquette University, and the Milwaukee Police Band. The Milwaukee High School of the Arts has more than 22 arts partnerships, from the Pennsylvania and Milwaukee Ballet to the Milwaukee Repertory Theater.

The School Board supports a Saturday music lesson program, Saturday Academy of Jazz, summer school arts enrichment programs, extensive arts recreation components, and a districtwide Biennial Music Festival. It also has funded art and music specialists in all MPS elementary schools, and supports a cadre of traveling music teachers who provide music lessons to children at school sites.

Virgilyn Driscoll, executive director of the Wisconsin Alliance for Arts Education, said in support of the Milwaukee Public Schools, "At a time when schools are facing enormous budget cuts and criticism regarding education as a whole, Milwaukee is going forward, expanding, and implementing programs to guarantee school success."

Morse Middle School won the state championship in the Wisconsin Science Olympiad for the third consecutive year. Morse students accumulated a total of 142 points to beat out the second place team, Cherokee Heights Middle School from Madison, Wisconsin. The Cherokee team had 123.5 points. Morse will be participating in the National Science Olympiad Tournament at the Georgia Institute of Technology in Atlanta in May. This marks the tenth straight year Morse will compete in the national competition. At the state tournament, the Morse team finished in the top three places in 11 of the 20 events. The team placed first in the following contests: Bio-Process Lab, Battery Buggy, Metric Mastery, Rocks, Minerals and Fossils, and Tree-mendous. The team members re: **Allyson Modra, James Gloyer, Mike Bobinski, Jessica Caflisch, Kris Drankiewicz, Sarah Kaplan, Erin Modra, Lisa Benz, Meredith Leigh, Stephanie Ramskugler, Vincent Mauri-Rauch, Jeremy Carr, Jeremy Howell, Carrie Schaffner, and Quan Nguyen**. The team's coaches are **Alan Stawicki, Paul Jutrzonka, and Dan Bantz**.

The Milwaukee High School of the Arts Jazz Combo was invited to perform in the finals at the first annual JAZZFEST USA at the Universal Studios theme park in Orlando, Florida, on April 24-27, 1996. The Jazz Combo was selected for the final competition based on an audition tape they submitted with selections from their Jazz/Gospel Concert. The JAZZFEST is "geared to become the world's most prestigious jazz education festival and competition." The students in the Jazz Combo are: **Desmond Henry, tenor sax; Zach Lozier, trumpet; Brendan Kelly, vibes; Maurice Cotton, piano; Jon Westover, bass; and Ellis Murchison, drums**.

Juneau High School took top honors in the Wisconsin DECA Career Development Conference held in Milwaukee on March 7-9, 1996. **John Adams,** junior, took the first place award in public speaking. His winning speech presented the values and rewards of living in a free enterprise / market economy. The judges gave him a perfect score. **Angie Bartel and Michael Reese**, seniors, placed second in Free Enterprise. Their event involved a written manual describing their promotional activities of the free enterprise system, a presentation on their promotion, a case study presentation on teamwork in the workforce, and a comprehensive marketing exam. All three students will advance to the National DECA Career Development Conference to be held in late April in Orlando, Florida. **Mary Jo Witteborg**, teacher advisor, received the Wisconsin DECA Golden Apple award for her outstanding dedication to her students and the DECA program. Juneau students have qualified for the national conference seven out of the past eight years.

Malcolm X Academy defeated Parkman Community Academy in the Partnership in Math and Science Olympics, sponsored by Alpha Kappa Alpha Sorority. Malcolm X will be participating in the AKA Regional Conference competition in Louisville, Kentucky, April 25-28, 1996, where they will compete

against middle school students from throughout the nation. The team members are: **Tyronda Hunt, Sherry Williams, Joseph Wilson, Kenneth Walker, Isaiah Pettye, Temeka Barnes, Tasha Wilder, and Chequita Jordan. The student coaches are: Kashaun Hughes and Tammi Terrell**.

The **Tippecanoe Elementary School** "Safety on Wheels" program won a National Safe Kids Coaliton award. A student council representative will travel to Washington, D.C. during the week of May 4-11, 1996, to accept the award at a ceremony to include national leaders. The student will also participate in a national press conference and will meet with members of Congress.

Hartford Avenue School's team won first place in the fourth annual Word Series competition held in March 1996, at Marquette University. The Word Series is sponsored by the Greater Milwaukee Committee, the YMCA's One-on-One program, the Greater Milwaukee Education Trust, the Milwaukee Journal Sentinel, and the Milwaukee Public Schools. The Word Series competition quizzes students on spelling, punctuation, and grammar. Three students from each of the MPS middle and K-8 schools are selected to participate in the competition. Each of the student teams has a business sponsor that pays $1,500 to support the team and the costs of the competition, and businesses have donated prizes for the event.
The students who participated in the competition are:

First Place:
Hartford Avenue School, Tyrone Luckett, Gabe Johnson-Karp, and Olufemi Adetiba
Sponsor: Greater Milwaukee Education Trust

Second Place:
Parkman Middle School, Victoria Jones, Maureen Wells, and Adrea Turner
Sponsor: Xerox

Third Place:
Webster Middle School, Shradha Oza, Cameron Friend, and Carl Jordan
Sponsor: Smileage Dental Services

Fourth Place:
Audubon Middle School, Heather Wedin, Ebony S. Baker, and Derek Zeman
Sponsor: Harnischfeger

Bell Middle School, Kelly Kramer, Joseph Witkowski, and Eric Paddock
Sponsor: Southwest Branch YMCA

Burdick School, Claire Yeager, Stephanie Federspiel, and Colleen McKillen
Sponsor: Downtown 411 Branch YMCA

Burroughs Middle School, Porsha Wright, Tiara Nord, and Erika Harvey
Sponsor: Briggs & Stratton and Schroeder Branch YMCA

Cass Street School, Romel Cobb, Dexter Gardner, and Andrew Cramer
Sponsor: Price Waterhouse

Edison Middle School, Solmarie Perez, Brandon D. Brown, and Destiny Glover
Sponsor: A. O. Smith Corp,.

Fernwood School, Carly Pavlik, Jessica Machado, and Dalila Assad
Sponsor: State Financial Bank

Fritsche Middle School, Bobby Bolin, Britt Bellinger, and Amanda Pautzke
Sponsor: Wisconsin Energy Corp.

Gaenslen School, Bobbi Dillon, KaCi Hickman, and Amanda Dillon
Sponsor: Polly Van Dyke

Grand Avenue Middle School, Mark Norton, Karl Dietrich, and Chris Dwyer
Sponsor: Foley & Lardner

Kosciuszko Middle School, Candice Granado, Somaly Ngam, and Xyoojmim Yang
Sponsor: Allen-Bradley Co. and United Wisconsin Services

Lincoln Middle School of the Arts, Shanika Mays, Jeramy Locke, Steve Balistreri
Sponsor: Sybron International Corp.

Malcolm X Academy, Akin Hayes, Vernon Fields, and Shazzarae Ramsey
Sponsor: Stein Business Office

Maryland Avenue School, Karmen Jones, Sarah Kinney, and Robert Scruggs
Sponsor: Wisconsin Gas, a WICOR Company

Milwaukee Education Center Middle School, Eric J. Fleming, Danielle Jackson, and Paulette Franklin; Sponsor: Firstar Corp.

Milwaukee School of Languages, Michelle Escobar, Susan Schoenecker, and Josh Basehart; Sponsor: First Bank Milwaukee

Milwaukee Village School, Ngozie Omegbu, Julian Henderson, Princess Henderson
Sponsor: Marcus Corp.

Morse Middle School, Sharita Shaffer, Erin Modra, and Sophie Sensat
Sponsor: Midwest Express

Muir Middle School, Candice Perry, Beth Chitel, and Elizabeth Koetting
Sponsor: Harley-Davidson and Schroeder Branch YMCA

Robinson Middle School, Shane Daugherty, Ha Truong, and Tiffany Robinson
Sponsor: Johnson Controls

Roosevelt Middle School, Tracy Burke, Sam Johnson, and Mark Fisher
Sponsor: Marshall & Ilsley

Sarah Scott Middle School, Nikilya Mallory, Rachel Dixon, and Shanika Moore
Sponsor: Falk Corp. and Greater Milwaukee Committee

Sholes Middle School, Justin Hahn, Katrina Wright, and Nicole Heikkinen
Sponsor: Time Insurance

Steuben Middle School, Nikita Schroeder, Jazzmon Hughes, and Donnie Samuel
Sponsor: Miller Compressing Co.

Story School, Amanda Ross, Tremayne Edwards, and Tiffany Faulkner
Sponsor: Journal Communications

Vieau School, Maritza Rodriguez, Yuliana Mayorga, and Christopher Jordan Vega
Sponsor: Greater Milwaukee Education Trust

Walker Middle School, Linda Lee, Cierra Norris, and Lourdes Lara
Sponsor: Northwestern Mutual Life Insurance

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APPROVAL OF MINUTES

The minutes of the March 20 and March 27, 1996, Board meetings were apporoved as printed.

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REPORTS OF SPECIAL COMMITTEES

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

Director Sinicki moved to accept the reports of the Independent Hearing Panel of the Board of School Directors for March 12; March 18 at 9:30 AM and 2:00 PM; March 19 at 9:30 AM and 2:00 PM; March 27 at 9:30 AM and 2:00 PM; March 28 at 10:00 AM and 2:00 PM; March 29; April 1; and April 4, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

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REGULAR ITEMS OF BUSINESS

Director Sinicki moved to suspend Board Rule 1.09 to allow the Board to give hearing and act on the regular items of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Action on Recommendations to Amend Board Rules 2.01 (1), 2.02, 2.05 and 2.10 to Establish the Innovation/School Reform Committee as a Standing Committee; to Expand the Name and Charge of the Audit Committee to Include an Accountability Function; to Set the Time of Committee Meetings at 6:30 PM; and to Amend Board Rule 1.09 to Eliminate the Committee of the Whole Requirement for Giving Public Hearing on Regular Items of Business and to Add Language to Allow for the Implementation of Executive Limitations with regard to Leases

Background

1. During the 1995-96 Board year, the Board met three times a month with the regular items of business divided among the three meetings. According to its rules, the Board resolved itself into a Committee of the Whole to give public hearing on the regular items of business, and then rose from the Committee of the Whole and took action on the items.

2. Based on input received from Board members during the past several months' Board leadership sessions, the Office of Board Governance has prepared Rules changes for the Board's consideration which would:

- Establish one additional standing committees which would meet monthly: the Innovation/School Reform Committee (currently a functional committee) and rename and expand the charge of the Audit Committee to the Accountability/Audit Committee, which would meet monthly.

- Retain the Regular Items of Business category at the regular Board meeting on the last Wednesday of the month, but eliminate the requirement for the Board to resolve itself into a Committee of the Whole in order to give public hearing.

3. The proposed amendments to the Board Rules have been transmitted to Board members under separate cover.

Recommendation

That the Board amend Board Rules 2.01 (1), 2.02, 2.05 and 2.10 to establish the Innovation/School Reform Committee as a standing committee; to expand the name and charge of the Audit Committee to include an accountability functionto the Accountability/Audit Committee; to set the time of committee meetings at 6:30 pm; and to amend Board Rule 1.09 to eliminate the committee of the whole requirement for giving public hearing on regular items of business and to add language to allow for the implementation of executive limitations with regard to leases.

Director Small moved to postpone consideration of Item 1 until the April 25, 1996, Board meeting.

The motion to postpone consideration prevailed, the vote being as follows:

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

Noes—None.

Diector Gardner moved to suspend Board Rule 1.11 to eliminate the requirement that the changes in Rules be referred to the Legislation, Rules and Policies Committee.

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

Ayes—7; Noes—0.

* * * * *

(Item 2) Action on Recommendations to Adopt Proposed Board Governance Policies, Including Statements of Goals, the Board's Governance Process, the Board's Relationship with the Superintendent and Executive Limitations; to Transfer Articles IV and V from Board Rules to Board Governance Policies; and to Transfer Various Administrative Policies to Board Governance Policies

Background

1. During this past year, the Board held a number of Board Leadership sessions to review its governance structure and policies. The Office of Board Governance was asked to take the existing Board Rules and to add a second part devoted to Governance Policies reflecting the Board's work during its leadership sessions.

2. The proposed manual, is designed to be a high level policy document, making explicit the Board's Rules by which it operated, the Board's Goals, the Board's Governance Process, the Board's Relationship

with the Superintendent and the Director, Office of Board Governance, and the Board's Executive Limitations.

3. The proposed manual being submitted for Board consideration and action relocates Sections IV and V of the Board's Rules from the document entitled "Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies" to the Board Governance Policies, and transfers various identified Administrative Policies to Board Governance Policies, where they more appropriately belong.

4. The proposed changes have been transmitted to Board members under separate cover.

Recommendation

That the Board adopt the proposed Board Governance Policies in Part II of the manual, including statements of goals, the Board's governance process, the Board's relationship with the Superintendent and the Director, Office of Board Governance, and executive limitations; and transfer articles IV and V from Board Rules to Board Governance Policies; and transfer the various identified administrative policies (or the substance thereof) to Board Governance Policies.

Director Braun moved to postpone consideration of Item 2 until the April 25, 1996 Board meeting.

The motion to postpone consideration prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) Action on a Recommendation to Retain Independent Legal Counsel in the Matter of the Lease of the Facility Located at 734 North 8th Street (New School for Community Services)

Administration's Analysis

1. The City of Milwaukee is planning to raze the existing structure in order to construct housing units on the current site of the New School for Community Service. Therefore, it will be necessary to relocate the school. The City has been very cooperative in the initial attempts to locate a new site for the school.

2. The Office of the City Attorney is unable to represent the Board of School Directors of Milwaukee Public Schools, since it represents the City and the Milwaukee Common Council in this matter.

3. Requests for proposals have been issued and HUB participation has been sought. The Superintendent is prepared to submit a specific recommendation to the Board at the time of the meeting.

Statute, Board Policy or Rule Statement

4. 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

5. It is estimated that the cost will be less than $50,000. The funding can be covered from existing budgets and no fund transfer will be required.

Recommendation

That the Board authorize the administration to retain independent legal counsel in the matter of the lease of the facility located at 734 North 8th Street.

Director Small moved that the Board retain Attorney Richard Porter of Gonzalez, Saggio, Birdsall & Harlan, S.C., in the matter of the lease of the facility located at 734 North 8th Street, for an amount not to exceed $1,500.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

* * * * *

(Item 4) Action on Recommendations to Authorize the Superintendent to Sign Contracts for Student Achievement in Education (SAGE) and to Allocate Funds to Supplement the Grants

Administration's Analysis

1. Funds were allocated in the state budget for the Student Achievement Guarantee in Education (SAGE) program for implementation in the 1996-97 school year. The statutes (s.118.43(2)) provide that "the school board of any school district in which a school in the previous school year had an enrollment that was at least 50% low income is eligible to participate in the program..." Low-income is defined as the measure of low income that is used by the school district to identify children eligible for services under Title I.

2. The purpose of SAGE is to enable an elementary school to provide a rigorous academic curriculum designed to improve pupil achievement by lowering the pupil-teacher ratio to 15 to 1 in grades K-3. Schools could receive a maximum of $2,000 per pupil (the amount could be less) in the participating grade(s) as follows:

1996-97 - in at least grades K-1.
1997-98 - in at least grades K-2.
1998-2001 - in at least grades K-3.

3. The school must agree to keep the school open before and after school and collaborate with community organizations to offer educational and recreational opportunities in the school. The school may determine the actual times that it will be open.

4. The school must provide staff development for teachers new to the school and use a teacher evaluation process to remove teachers who are not successful in the SAGE program.

5. The following is a summary of the grant requests which have been submitted to the administration by schools. The estimated amount of the SAGE grants is based on an allocation of $1,700 per eligible pupil. The actual amount could be lower or higher (up to $2,000).

School Name:	Additional Teachers:	Estimated SAGE grant:	Estimated shortfall:
Carleton School	4	$202,812	$ 0
Fairview School	5	231,673	-18,327
Longfellow School	5	289,027	0
Maple Tree School	5	210,120	-39,880
Maryland Avenue School	2.5	169,116	0
Sherman School	6	260,924	-39,076
Wisconsin Conservatory	2	125,967	0

Strategic Plan Compatibility Statement

5. The plan to reduce class size is compatible with the Board goals. However, because of space limitations, SAGE classrooms will generally contain 30 children with two teachers, rather than 15 children and one teacher. The administration will monitor the configurations carefully in order to determine the impact on student achievement.

Statute, Board Policy or Rule Statement

6. The legislation requires the Board to approve draft SAGE contracts. The administration is requesting that the Board authorize the Superintendent to sign the actual contracts.

Fiscal Impact Statement

7. The aid for low income pupils (as determined for purposes of Title 1) in the participating grades will be a maximum of $2,000 per pupil per year and it could be less depending on the number of schools in the state, and the numbers of eligible children in these schools, who participate in the SAGE program. The administration is recommending that MPS indicate in its SAGE contracts that a minimum of $1,700 per eligible pupil must be received or the contract may be voided.

8. If the district receives the amounts for the SAGE grants as calculated at $1,700 per pupil, the district will need to supplement the SAGE grants with approximately $97,283 in district funds in order to implement the program in the seven schools identified above.

9. A survey of the seven schools listed above indicated that no additional Board funds beyond the $97,283 would be requested for costs associated with implementing SAGE. The local school budgets will cover any additional costs.

10. At this time, it does not appear that the implementation plans for SAGE in the seven schools will result in displacement of pupils or will result in an increase in transportation costs.

Implementation and Assessment Plan

11. The SAGE grant will require schools to do an internal evaluation and will also require participation in an external evaluation, which will be conducted by the UWM Urban Research Center. The current design for the external evaluation is to compare the children in SAGE classrooms with matched children who are not receiving the benefits of the SAGE grant.

12. The administration will establish a mechanism for monitoring all aspects of the SAGE program in MPS schools, including changes in instructional strategies and assessments for measuring student achievement.

Recommendations

1. That the Board authorize the Superintendent to sign the actual SAGE contracts on behalf of the Milwaukee Board of School Directors.

2. That, contingent upon approval of the FY97 budget, funds (approximately $97,283) be allocated from the *Innovative Schools* lines in the Superintendent's budget to supplement the SAGE grants when the amounts of the grants are insufficient to implement the program.

Director Small in the Chair.

Director Bills moved that, contingent upon approval of FY97 budget funds, 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 Memoranda of Understanding with the MTEA to assure compatibility and appropriateness of teacher assignments; and
4) class size of 24 to 30 with 2 teachers.

The motion prevailed, the vote being as follows:

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

Noes—None.

President Bills in the chair.

* * * * *

(Item 5) Action on a Recommendation to Amend the Student Records Policy (10.42) to Provide for Electronic Storage of Records

Administration's Analysis

1. The Division of Parent and Student Services is requesting that the Student Records Policy 10.42 be amended to include any technology as an accepted media for the storage of student records that accurately reproduces the original images of records.

2. The central file system for exceptional education children has grown to an estimated 3 million pages. There is no longer space to retain the necessary files.

3. When the files are used by staff and parents, and copies made, the pages in the files are often replaced in a different order and materials are misfiled or lost. There is no guarantee that unauthorized copies have not been made or that changes have not been made to the file.

4. Behavioral records are destroyed one year after a student leaves the district through a process for manual destruction of records. This manual process results in errors in the destruction and retention of records.

5. Storing the central file records on electronic media would allow files to be readily available without expanding space in the fileroom. It would also assist the district in adhering strictly to the student records laws, which require that records be maintained according to prescribed timelines while controlling and recording access and monitoring the copies made.

Strategic Plan Compatibility Statement

6. Imaging and storing records through electronic technology that accurately reproduces the original document rather than relying upon a paper system relates to the strategic objective of implementing technology to more efficiently and effectively streamline administrative functions.

Statute, Board Policy or Rule Statement

7. Wisconsin Administrative Code, Chapter 12, ss 12.1 through 12.09, sets forth rules for storing records on electronic media. The stored documents will conform with the Wisconsin Administrative Code, Chapter 12.

8. The use of electronic media for storage of documents is supported by a letter from the Office of the City Attorney (October 23, 1995).

Fiscal Impact Statement

9. The policy change has no fiscal impact.

Implementation and Assessment Plan

10. A feasibility study conducted in 1995 indicated that electronic storage of student records was a viable technology. An implementation plan defined by the study is currently being followed. A Request for Proposals (RFP) will be developed for the technology to transfer paper records to electronic images. As per board policy, and contracts exceeding $50,000 will be brought to the Board for approval. Assessment will be based on standards and specifications set forth in the proposal and on user satisfaction.

Recommendation

That the Board amend the Student Records Policy 10.42, to allow paper records to be imaged and stored through electronic technology that accurately reproduces the original records by adding the following language: Pupil records may be stored through any electronic technology that accurately reproduces the original images of records.

Director Todd moved to amend the Student Records Policy 10.42 by adding the following language: Pupil records may be stored through any electronic technology that

accurately reproduces the original images of records and provides adequate safety and security for all records.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 6) Action on a Recommendation to Amend the Board's Policy to Carry Over Funds from One Fiscal Year to the Next

Administration's Analysis

1. The Administration is recommending a revision to the District's policy of carrying over funds from one fiscal year to the next for the purpose of preserving the allowable revenue limit and maximizing state equalization aid.

2. The recommendation is to allow the District to accelerate the payment of future year expenses with current year surpluses. The ability to pay expenses early would permit the District to preserve budgeted state aid by allowing the reallocation of surplus funds (which are not aidable) to pay expenses which are aidable.

3. Currently, carrying over surplus funds results in a reduction in state aid the following year equal to approximately 75% of the funds carried over, as no aidable expense is paid with the surplus funds. In addition, because the District's revenue limit is dependent upon its prior year state aid, the revenue limit would be permanently lowered two years hence.

4. Under the revised policy, unexpended surplus funds would be transferred to a carryover pool which would be used to pay aidable expenses. The amount of expenses paid in any one year would be determined by the size of the carryover pool, which would vary year to year.

5. Pooling carryover funds to pay aidable expenses would result in the District maximizing its state aid and revenue limit.

6. At the start of the following year, funds made available by the accelerated payments would be reallocated back to ~~schools~~ district accounts for previously planned projects.

Strategic Plan Compatibility Statement

7. 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.

Fiscal Impact Statement

8. The fiscal impact upon the District would depend upon the *amount* of funds contributed each year to the carry over pool. The impact would be measured by calculating the amount state aid and revenue authority preserved each year.

Implementation and Assessment Plan

9. The revised policy would go into effect immediately. Accordingly, ~~schools~~ district accounts could contribute FY96 surplus funds to the carry over pool. Assessment would be accomplished by measuring the amount of state aid and revenue limit authority preserved each year. All other elements of the existing carryover policy would remain unchanged.

Recommendation

That the Board revise its policy regarding the carry over of funds to allow the District to pool surpluses from district accounts to pay additional expenses, with the surpluses being restored at the start of the following fiscal year, by adding the following language to policy 4.05:

The superintendent may pool surpluses from district accounts to pay additional expenses. Such funds are to be restored at the beginning of the new fiscal year.

Director Small moved to amend the policy as recommended by the Superintendent.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Sinicki—1.

* * * * *

(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

BOILER REPLACEMENTS

Thirty-Seventh Street School
Grunau Company, Inc., low bidder, base bid of $125,000 plus $2,675 for mandatory alternate bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic cold and hot water piping for a total contract of $127,675

Wisconsin Avenue School
Grunau Company, Inc., second low bidder, base bid of $127,700 plus $1,345 for mandatory alternate bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic cold and hot water piping for a total contract of $129,045

ROOF REPLACEMENT

Kosciuszko Middle School
F.J.A. Christiansen Roofing Co., Inc., second low bidder, base bid of $221,122 plus $65,210 for mandatory alternate bid 1 to provide new translucent panel system at existing glass skylight locations for a total contract of $286,332

ASBESTOS ABATEMENT AND RELATED WORK

Asbestos Abatement

Division 1 - Steuben Middle School
Robinson Brothers Environmental, Inc., second low bidder, base bid of $151,110

Division 2 - Allen-Field School

Fidelity Environmental, Inc., low bidder, base bid of $53,419 plus $2,717 for mandatory alternate bid 1 to remove floor tile and mastic for a total contract of $56,136

Division 7 - Grant School
Fidelity Environmental, Inc., low bidder, base bid of $87,424 plus $11,026 for mandatory alternate bid 1 to remove floor tile and mastic for a total contract of $98,450

Division 8 - Pleasant View School
Fidelity Environmental, Inc., low bidder, base bid of $85,842

Insulation

Division 1 - Steuben Middle School
Sprinkmann Sons Corporation, low bidder, base bid of $56,800

SITE DEVELOPMENT

Hayes School
Reichl Construction Inc., second low bidder, base bid of $117,500 plus $7,700 for mandatory altemate bid 1 to install the omamental fence for a total contract of $125,200

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Longfellow School
Roman Electric Co., Inc., low bidder, base bid of $74,225

Lincoln Avenue School
Butters-Fetting Co., Inc., low bidder, base bid of $65,000

LIGHTING RETROTFIT - PHASE II

Various Locations
Pieper Electric, Inc., low bidder, base bid of $1,893,480

Authorization to Make Purchases

SS-214 Montessori Materials for Craig Montessori School
$146,882 to Nienhuis Montessori; $28,215 to Montessori Services; $16,516 to the Lord Company; and $8,551 to Materials Company of Boston for all Montessori learning materials and supplies necessary to open Craig Montessori School in the fall of 1996. Montessori learning materials are proprietary to certain vendors and cannot be bid competitively. Negotiations were conducted with these companies enabling MPS to receive quantity discounts as well as free freight. Many of these materials are manufactured in the Netherlands, Europe.

SS-212 Macintosh Classroom Computers (Lloyd St)
$39,975 to purchase 25 Macintosh student workstations to be spread among all classrooms; $8,462 for 27 printers; $2,396 for a file server; $6,198 for network wiring; $16,610 for network hardware; and $10,532 for an upgrade of the existing Follett library system. The majority of the hardware and software will be bid competitively or purchased from existing state of Wisconsin and vendor educational contracts

SS-213 60 Intel Based Classroom Computers (MEC)
$177,284 to purchase 60 pentium based student workstations; $11,643 for upgrades to the existing file server; $7,529 for network hardware to connect the workstations to the school network; $3,478 for network token ring adapters; $6,600 for installation and ongoing support and training; and $22,784 for Novell operating hardware and software. The majority of the hardware and software will be bid competitively or purchased from existing state of Wisconsin and vendor educational contracts. This expansion of the existing PC networked system will enable MEC to meet the district's goal architecture configuration. Purchase and installation of the expansion will take place over a five year period as funds become available

SS-215 Computers and Labs for Various Title I School Sites (Title I)
$651,771 to upgrade or replace obsolete Title I computer labs at 16 schools. An additional $282,997 will be provided through local school funds for the buyout of courseware and annual maintenance to eliminate continuing charges for existing systems. Apple Macintosh workstations will be purchased through the Apple educational discount program. Dell units will be bid competitively or purchased from state of Wisconsin contracts.

The listing of all Title I sites to be upgraded is as follows:

Auer Avenue
Replace 25 Tandy 286 computers with 30 Apple Macintosh 5200 Power PC computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $71,492. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $31,750 from a combination of Title I, P-5 and local funds.

Kagel Elementary
Replace 25 Macintosh LC II computers with 30 DELL computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $79,835. Costs to school for buyout of courseware, annual maintenance, installation and freight are $30,700.20 from a combination of Title I, P-5 and local funds. Older Macintosh computers will be repurposed within the building.

Riley
Replace 25 Tandy 286 computers with 30 DELL computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $79,835. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $30,700.20 from a combination of Title I, P-5 and local funds. Tandy 286's will be repurposed in the school for keyboarding practice with younger students.

Washington High School
Replace 25 Tandy 286 computers with 30 Apple Macintosh 5200 Power PC computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $71,492. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $31,750 from a combination of Title I and local funds.

Wisconsin Avenue-Intermediate Resource Center
Replace 30 Tandy 286 computers with 30 DELL computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $79,835. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $30,700.20 from a combination of Title I, P-5 and local funds.

Wisconsin Avenue-Primary Resource Center
Replace 25 Tandy 286 computers with 30 DELL computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $79,835. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $30,700.20 from a combination of Title I, P-5 and local funds.

Twenty-first Street
Replace 30 Macintosh LC II and LC III computers with 30 Apple Macintosh 5200 Power PC computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $71,492. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $31,750 from a combination of Title I, P-5 and local funds. Older Macintosh computers will be repurposed within the building.

Vieau
Replace 25 Macintosh LC II computers with 30 Apple Macintosh 5200 Power PC computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $71,492. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $23,146.60 from a combination of Title I, P-5 and local funds. Older Macintosh computers will be repurposed within the building.

Lee Elementary
Replace 25 Macintosh LC II computers with 30 Apple Macintosh 5200 Power PC computers, two laser disk players, two cable ready television monitors, file server and laser printer in the Title I CAI Resource Center. Funding to be from a combination of Title I, P-5 and local school monies. Title I hardware costs total $71,492. Costs to local school for buyout of courseware, annual maintenance, installation and freight are $23,146.60 from a combination of Title I, P-5 and local funds. Older Macintosh computers will be repurposed within the building. This site is networked and will support these computers through the use of a Pentium heterogeneous file server.

NON-PUBLIC SCHOOL SITES

Mother of Good Counsel
Establish an eight station peer-to-peer Apple Macintosh 5200 Power PC CAI resource center including a laser printer, two cable ready television monitors, 28.8 fax modem, laser disk printers. Total Title I costs for Apple hardware $14,579 and $28,070.62 CCC courseware. Total costs $42,649.62.

Saint Stephen Martyr
Establish an eight station peer-to-peer Apple Macintosh 5200 Power PC CAI resource center including a laser printer, two cable ready television monitors, 28.8

fax modem,

laser disk printers. Total Title I costs for Apple hardware $14,579 and $28,070.62 CCC courseware. Total costs $42,649.62.

NON-PUBLIC SCHOOL SUMMER PROGRAMS

Manitoba Summer Day Camp
Purchase twenty-four Apple 5200LC computers and six low end Apple color style writer printers to be distributed into sets of four computers and one printer in each Title I non-public summer day camp classrooms at Manitoba school. These computers will be repurposed and placed in existing Title I non-public school CAI centers in the fall of 1996. During the summer of 1997 the equipment will be moved and used in the Title I non-public summer day camp program. Title I costs $42,130.

Non-public Middle School Summer Program
Purchase 15 Apple 5200LC computers and two low end Apple color style writer printers to be distributed into sets of four computers and one printer in each Title I non-public summer day camp classrooms at Manitoba school. These computers will be repurposed and placed in existing Title I non-public school CAI centers in the fall of 1996. During the summer of 1997 the equipment will be moved and used in the Title I non-public summer day camp program. Title I costs $25,839.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of March 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	$470,945,938	$178,077,820	72.6%
Categorically Aided	71,272,090	9,792,120	81,064,210	39,242,843	41,821,367	48.4%
School Nutrition	24,943,898	0	24,943,898	15,669,397	9,274,501	62.8%
Construction	21,731,000	6,387,917	28,118,917	17,236,203	10,882,714	61.3%
Extension	6,296,113	0	6,296,113	5,549,538	746,575	88.1%

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	$649,023,758	$17,734,346	$666,758,104	$451,401,997	$215,356,107	67.7%
Categorically Aided	71,272,090	10,435,623	81,707,713	47,655,764	34,051,949	58.3%
School Nutrition	24,943,898	132,132	25,076,030	16,810,549	8,265,481	67.0%
Construction	21,731,000	15,825,845	37,556,845	18,569,665	18,987,180	49.4%
Extension	6,296,113	44,125	6,340,238	6,340,326	2,302,912	63.7%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.

(2) Encumbrances and expenditures included through March 31, 1996, and payrolls through March 22, 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.

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 Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Sinicki—1.

* * * * *

(Item 8) 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 appointments of teachers listed below, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the leaves of absence listed below, effective as of the dates indicated.

Report on Resignations

4. The resignations listed in the attachment have been accepted by the Superintendent, effective as of the dates indicated. This is an informational report and no action is required (pages 112-113).

Recommendation

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

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Brian Hertziger Fac. & Main.	Computer Op. Support Tech. $31,402.28/yr.	04-08-96
Gayle Tarantino Burroughs	Clerk Typist I $13,251.11/yr.	03-13-96
	PROMOTIONS	
Paul Mecikalski Steuben	School Engineer III $36,440.82/yr.	03-11-96
Robert Paterson Riverside	School Engineer IV $40,316.90/yr.	03-11-96
Daniel Potkay 38th	School Engineer II $33,506.72/yr.	03-25-96
Kathryn Rein Neeskara	Food Service Manager II $13,568.64/yr.	03-06-96
Margaret Richardson Marshall	Building Service Helper II $20,038.46/yr.	03-24-96
Wolf Kosciuszko	Boiler Attendant Trainee $21,078.46/yr.	03-25-96
	RETURNS FROM LEAVE	
Kelley Knueppel Lincoln Avenue	School Secretary I $15,777.11/yr.	03-18-96
	CHANGES IN STATUS	
Bruce Beresford Burbank	School Engineer I $32,429.28/yr.	03-11-96
Mary Frank Alcott	School Secretary I $15,157.33/yr.	02-26-96
Earnestine Frederick Emerson	School Secretary I $15,777.11/yr.	03-18-96
Teresa Harris Building Operations	School Secretary I $18,270.72/yr.	03-25-96
Cheryl Jackson Moltke Academy	School Secretary I $15,157.33/yr.	03-11-96
Denise Metzger Roosevelt	School Secretary I $19,755.32/yr.	02-15-96

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)	Heidi J. Roberts L. D.	B	24,413	0	02-19-96
	Effective between February 21, 1996, and March 4, 1996, inclusive:				
(nr)	Richanda E. Kaquatosh Indian Science Resource	B	24,413	0	03-04-96
(r)	Gregory Y. Ogunbowale Upper Elem./Soc. Studies	B	26,854	2	02-26-96
(r)	Rebecca L. Pietruszka Grade 5	B	24,413	0	02-28-96
	Effective between March 5, 1996, and March 15, 1996, inclusive:				
(r)	Lee Ann Large Elementary	B	25,634	1	03-11-96
	Effective between March 18, 1996, and March 28, 1996, inclusive:				
(nr)	Tracy J. Bierman Grade 1	B	26,854	2	03-18-96
(nr)	Jennifer L. Dunham Kindergarten	B	24,413	0	03-27-96
(r)	Lori A. Gesinski Kindergarten	B	24,413	0	03-27-96
	Effective between March 18, 1996, and March 28, 1996, inclusive:				
(r)	Scott E. Hawkins Kindergarten	B	24,413	0	03-27-96
(nr)	Peggy A. Stearns Kindergarten	B	25,634	1.5	03-27-96

(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
Personal Leave, to June 14, 1996:		
Janis Lennon	Day-to-Day	March 11, 1996
Sabbatical Leave, to June, 1997:		
William Brown	Bay View	August, 1996
Annette Bufford	Milw. School of Languages	August, 1996
Jerome Holzbauer	Granville/Hawthorne	August, 1996
Christine Mahler Yatchak	Alcott	August, 1996
Carol Muderlak	Garfield	August, 1996
Robin Nehring Brodie	Longfellow	August, 1996
Robin Shepich-Hart	Maple Tree	August, 1996

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Mildred A. Alexander	Teacher	06-14-96
James E. Alles	Teacher	06-14-96
Daniel W. Artley	Teacher	06-14-96
Mary F. Baumann	Teacher	06-14-96
John D. Benning	Teacher	06-14-96
Richard A. Benson	Counselor	04-09-96
John M. Birmingham	Teacher	06-14-96
John T. Broderick	Teacher	06-14-96
Rae J. Brown	Teacher	06-14-96
Frank M. Budzisz	Teacher	06-14-96
Paula J. Bulka	Teacher	06-14-96
Nancy R. Busateri	Teacher	06-14-96
Benjamin Chadwick	Teacher	06-14-96
Eleanora Clark	Teacher	06-14-96
Gregory J. Dufek	Teacher	06-14-96
Norman C. Duncan	Teacher	06-14-96
Mauslean R. Edwards	Teacher	06-14-96
Mary J. Ehrendreich	Teacher	06-14-96
Mary L. Golden	Teacher	06-14-96
Teresa Grzechowiak	Teacher	06-14-96
Frances Guajardo	Teacher	06-14-96
Mary S. Henricks	Teacher	06-14-96
Martha Hicks	Teacher	06-14-96
Paul E. Javins	Teacher	03-15-96

Frances E. Jefferson	Teacher	06-14-96

Name	Position	Effective Date
Patricia A. Kaaikiola	Teacher	06-14-96
Phyllis V. Kusz	Teacher	06-14-96
Debra M. Larson	Teacher	06-14-96
Marilee A. Laumann	Teacher	06-14-96
Daniel W. Lawton	Social Worker	06-20-96
Beverly S. Levin	Teacher	06-14-96
Rosemary S. Link	Teacher	06-14-96
Richard Lorenz	Teacher	06-14-96
Jimmy L. Matthews	Teacher	06-14-96
Joan M. Miller	Teacher	06-14-96
Anne-Moreau Parsons	Teacher	06-14-96
Karen I. Perlson	Teacher	06-14-96
Sheila K. Plotkin	Teacher	06-14-96
John R. Richling	Rec. Spec.	06-19-96
Dora A. Sargent	Teacher	06-14-96
Ronald D. Scott	Teacher	06-14-96
Jules L. Smith	Teacher	06-14-96
Ronald R. Stinson	Teacher	06-14-96
Jane Tojek	Teacher	06-14-96
Catherine A. Tooley	Teacher	03-08-96
Carl E. von Estorff	Teacher	03-06-96
Richard J. Wesley	Librarian	06-14-96

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 9) Action on Recommended Administrative Appointments and Promotions

The Director, Office of Board Governance, recommended that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board.

(r)	Janice L. Hawthorne	Administrative Assistant I Office of Board Governance	Schedule III, Range 1A $31,900

r - Resident

Director Fisher moved to approve the recommendation of the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

UNFINISHED BUSINESS

(Item A) Report on Contract Negotiations with the MTEA (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, including Selection of a Carrier for the Board's Negotiated Health Insurance Plan.

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (e), for the purpose of furmulating negotiations strategy with respect to the bargaining units listed above.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Todd left at 9:45 PM.

The Board retired to executive session at 9:45 PM.

The Board recessed from 8:28 to 8:45 PM.

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

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 1996

Special meeting of the Board of School Directors called to order by President Bills at 6:30 PM.

Present—Directors Braun, Fisher, Gardner, O'Neil (6:32 PM), Sinicki, Small, Todd and President Bills—8.

Absent and excused—Director Johnson—1.

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

April 12, 1996

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, Thursday, April 18, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed FY97 School Operations, Construction and Extension Fund budgets.

NANCY R. NOESKE
Board Clerk

In accordance with Section 119.16 (8) (a), Wisconsin Statutes, the Board proceeded to give public hearing on the proposed FY97 School Operations, Construction and Extension Fund budgets.

Directors Fisher and O'Neil left at 8:20 PM.

The Board adjourned at 8:28 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 1996

Special meeting of the Board of School Directors called to order by Vice President Johnson at 6:21 PM.

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

Absent and excused—President Bills—1.

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

April 11, 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, Monday, April 22. 1996, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing in the matter of an appeal of disciplinary action under part IV, Section N (1) (e) (2) of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers).

The meeting will be held in public or private at the request of the teacher, 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

Director Sinicki excused herself from hearing the appeal at 6:23 PM.

The teacher requested that the hearing be closed.

Director Small moved that the Board retire to executive session to hear the appeal under the provisions of Section 19.85 (1) (b) of the Wisconsin statutes.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session to conduct the hearing at 6:25 PM.

The Board concluded the hearing at 7:16 PM.

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

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:17 PM.

The Board reconvened in open session at 7:36 PM.

Director Gardner moved that the Board sustain the decision of the Superintendent to terminate L. C. Clay as a teacher on the grounds that he had been convicted and sentenced for theft from person (Class D felony) and convicted and sentenced for retail theft (misdemeanor).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Small, Todd and Vice President Johnson—6.

Noes—Director Fisher—1.

The Board adjourned at 7:38 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1996

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

Present—Directors Braun, Fisher, Gardner (6:55 PM), Johnson, O'Neil, Sinicki, Small, Todd and President Bills—9.

Absent—None.

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

April 19, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, the Board of School Directors will meet at 6:30 PM, Tuesday, April 23, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting a review of the proposed FY97 School Operations, Construction and Extension Fund budgets, including the discussion and formulation of possible amendments to the proposed budget.

NANCY R. NOESKE
Board Clerk

The Board proceeded to discuss possible amendments to the proposed FY97 budgets.

The Board recessed from 8:23 to 8:34 PM.

The Board adjourned at 9:26 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 25, 1996

Regular meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

Present—Directors Braun, Fisher (6:35 PM), Gardner(6:47 PM), Johnson, O'Neil, Sinicki, Small, Todd (6:50 PM) and President Bills—9.

Absent—None.

APPROVAL OF MINUTES

The minutes of the April 2, 1996 board meeting were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

April 25, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim filed against the City Clerk and Milwaukee Public Schools by Mr. Timothy Rymer, attorney, on behalf of Theresa Green who allegedly sustained injuries in an automobile accident involving a Milwaukee Public Schools vehicle on June 23, 1995.

Claim is made in the amount of $25,000.

2. Notice of Claim filed against the City Clerk; City of Milwaukee Police Department; Milwaukee Public Schools, and Lincoln Avenue School by Mr. Timothy J. Rymer, attorney, on behalf of Klaus Bopp, a minor, who allegedly sustained injuries at the Lincoln Avenue Elementary School on April 3, 1995.

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

3. Notice of Claim filed against the City Clerk and the Milwaukee Public Schools by Mr. Timothy Rymer, attorney, on behalf of Joe Boatman who allegedly sustained personal injuries due to an automobile accident involving a Milwaukee Public Schools vehicle on June 23, 1995.

Claim is made in the sum of $25,000.

4. Notice of Circumstances of Injury-Notice of Claim filed against the Milwaukee Board of School Directors by Mr. Kevin G. Keane, attorney, on behalf of Carolyn Kirchhoff, a minor, and her parents,

Donn and Kathleen Kirchhoff, for injuries allegedly sustained by Carolyn Kirchhoff while being transported on a school bus on September 14, 1995.

Claim is being made in excess of $50,000.

5. Notice of Claim filed against the City Clerk and the Milwaukee Public Schools by Mr. Timothy Rymer, attorney, on behalf of Jimmy Patterson, a minor, who allegedly sustained personal injuries at the Hawthorne Elementary School on September 1, 1995.

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

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 Small, the claims were disallowed, the vote being as follows:

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

Noes—None.

April 25, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Approval of Calendar for 1996-97 School Year

The Milwaukee Public Schools and the Milwaukee Teachers' Education Association (MTEA) have reached agreement on a calendar for the 1996-97 school year. As it is a negotiated agreement between MPS and the MTEA, it is being submitted to the Board for adoption.

The calendar is attached.

Respectfully submitted,

ROBERT C. JASNA
Superintendent of Schools

Director Fisher moved to approve the calendar.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF STANDING COMMITTEES

Director Johnson 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 of the School Operations Fund Budget for FY97

Your Committee reports having referred the following amendments to the April 2, 1996, meeting of the Board without recommendation, with the Superintendent to provide additional information at that time:

1. Reduction of Technology—Applications Development by $100,000 to eliminate proposed layoff of Facilities and Maintenance personnel.
2. Reduction of Unallotted Salary Adjustment Account by $2,000,000 to eliminate proposed layoff of Facilities and Maintenance personnel.
3. Elimination four positions of Area Supervisor, Building Operations, for $219,183 to eliminate proposed layoff of Facilities and Maintenance personnel.
4. Reduction of various central services accounts by $7,000,000 to provide funding to reduce class size at the elmentary level.

Committee recommendation

With respect to the Fiscal Year 1997 **School Operations Fund Budget**, your Committee recommends that the Board adopt the Superintendent's recommended budget submitted February 26, 1996 as amended below:

Increases (decreases) in expenditures and revenues:

#	Item	Expenditures	Revenues
1	Inclusion of parking facility and reconstruction of athletic field at Washington High School be included in the FY97 budget version of the Five Year Plan for MPS Capital Projects for consideration in FY98.	$ 0	0
2a	Require cabinet or exempt employees who make more than $50,000 per year and Board members to pay 15% of their health care premiums, beginning with the first pay period of 1997.	(68,000)	
2b	Increase Contingent Fund	68,000	
3a	Reduce Board legal fees	(44,000)	
3b	Restore funds for cheerleader coaches	44,000	
	Total	0	0

* * * * *

(Item 2) Adoption of the Construction Fund Budget for FY97

Committee recommendation

With respect to the Fiscal Year 1997 **Construction Fund Budget**, your Committee recommends that the Board adopt the Superintendent's recommended budget submitted February 26, 1996.

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(Item 3) Adoption of the Extension Fund Budget FY97

Committee recommendation

With respect to the Fiscal Year 1997 **Extension Fund Budget**, your Committee recommends that the Board adopt the Superintendent's recommended budget submitted February 26, 1996.

* * * * *

Director Small moved to adopt the report of the Strategic Planning and Budget Committee.

Director Johnson called for the question.

The motion to close debate failed, the vote being as follows:

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

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

The Director, Office of Board Governance, presented the following list of Board members' possible amendments to the proposed budget, which had been compiled at the request of the President.

PROPOSED AMENDMENTS BY BOARD MEMBERS TO THE FY97 BUDGET ARRANGED BY CATEGORY AND LISTED WITHIN CATEGORY IN THE ORDER OF RECEIPT, APRIL 25, 1996

CATEGORY: EXCEPTIONAL EDUCATION

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
1	Small	Phase out exceptional education supervisors over a two year period and reallocate funds to elementary schools, with a 50% reduction in FY97, with $768,580 to be transferred from exceptional education salaries to elementary schools in FY97.	New amendment	$768,580 from exceptional education supervisors	$768,580 to elementary schools—exceptional education
2	Bills	Phase out EEN supervisors over a two year period, with $768,580 to be reallocated from Exceptional Education salaries to elementary schools for FY97 for EEN purposes.	New amendment	$768,580 from exceptional education supervisors	$768,580 to elementary schools—exceptional education
3	Bills	Reduce inservice for exceptional education reform plan by 50%.	New amendment		

4	Sinicki	Reduce exceptional education supervisors by 50% in FY97 and reduce the budget by $768,580.	New amendment	$768,580 from exceptional education supervisors	

CATEGORY: PARENT LEADERSHIP ACADEMY

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
5	O'Neil	Eliminate $10,000 from the Parent Leadership Academy for stipends to parents for involvement in the Parent Leadership Academy and increase the Audit Services budget by $10,000 to provide funding for an audit to evaluate the activities and accomplishments of the Parent Leadership Academy during 1995-96 and 1996-97, to determine the feasibility of continuing the Academy.	New amendment	$10,000 from Parent Leadership Academy	$10,000 to Audit Services
6	O'Neil	Reduce the budget of the Parent Leadership Academy by $15,000 and increase Audit Services by $15,000 to fund an audit to evaluate the activities and accomplishments of the Academy during 1995-96 and 1996-97, to determine the feasibility of continuing the Academy.	New amendment	$15,000 from Parent Leadership Academy	$15,000 to Audit Services
7	Sinicki	Eliminate the assistant leadership coordinator position in Curriculum and Instruction and reduce the Parent Leadership Academy budget by $65,737.	New amendment Withdrawn on 4-23		
8	Sinicki	Eliminate $10,000 from the Parent Leadership Academy for stipends to parents for involvement in Parent Leadership Academy.	New amendment	$10,000 from Parent Leadership Academy	
9	Sinicki	Eliminate new parent leadership specialist position and reduce the Parent Leadership Academy budget $30,400.	New amendment	$30,400 from Parent Leadership Academy	

CATEGORY: RECREATION

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
10	Bills	Provide $25,000 funding for a recreation feasibility study to implement the old Recreation Playground program.	New amendment		$25,000 to Superintendent
11	Sinicki	Increase the Community Recreation Budget by $75,000 to restore Beulah Brinton Center to FY96 levels.	New amendment	$75,000 from Extension Fund's Contingent Fund	$75,000 Beulah Brinton Center
12	Gardner	Increase the budget of Community Recreation by $150,000 to restore funding for the Beulah Brinton Center, with no changes to be made in the operation or sponsorship of the Center until the local task force has completed its study and recommendations.	New amendment Withdrawn on 4-23		

CATEGORY: REDUCTION OF CLASS SIZE AND EQUITY

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
13	Braun	Reallocate funds to support the first year of a three-year plan to increase funds for elementary schools to reduce class size and address equity in funding at the elementary school level. **(1)** In FY97 (year one) reallocate $2.5 million from the textbook account to elementary schools to restore budget cuts and to support reduced class size; **(2)** reallocate $300,000 from the district's contingency fund to address equity in funding at the elementary school level. **(3)** The administration would develop a specific implementation plan through discussions with the School Budget Committee. It should be noted for the record the plans for reallocation in years two and three of the three-year plan. In year two (FY98), reallocate a total of $5 million to elementary schools to support reduced class size and reallocate $600,000 to address equity in funding at the elementary school level. In year three (FY99), reallocate a total of $7.5 million to elementary schools to support reduced class size and reallocate $900,000 to address equity in funding at the elementary level.	Amendment to reallocate $7 million from central services accounts for elementary class size reductions referred by SPB to April 2 Board meeting for information to be supplied by the Superintendent. This is a new amendment, introduced on 4-23, and based on the Superintendent's information and a recommendation from the school budget committee	$2,500,000 from Textbooks $300,000 from Contingent Fund	$1,600,000 to elementary schools (offset budget cuts) $900,000 to elementary schools—class size reduction $300,000 to elementary schools—equity

CATEGORY: REDUCTION OF CLASS SIZE AND EQUITY, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
14	Bills	Increase the allocation to elementary schools by $491,318 to increase the per pupil allocation for the 11 lowest elementary schools to $2700.	New amendment		$491,318 to 11 elementary schools
15	Bills	Provide $75,000 funding to have the Office of Board Governance conduct a program evaluation of the equalization funding to schools. The evaluation would address the progress the district has made in equalizing funds across schools, the district's plan for the next 2-3 years, and analyze the effect that equalization has had on the district's efforts to increase achievement and to close the achievement gap.	New amendment		$75,000 to Office of Board Governance
16	Gardner	Equalize school funding so that all MPS schools receive the same per pupil allocation.	New amendment		
17	Braun	Reduce various central services accounts by $7,000,000 and reallocate to elementary schools to reduce class size	Referred to Supt. for additional information on 4-2 Withdrawn in the light of alternate language proposed by the administration above.		

CATEGORY: SAFETY AND SECURITY

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
18	Sinicki	Increase the budget of Student Services by $220,000 to provide funding for 1/3 of the cost of the TABS program.	New amendment		$220,000 to Student Services—TABS
19	Gardner	Increase the budget by $334,000 to restore funding for the TABS program, with MPS to develop collaborative funding for 1996-97 and 1997-98 school years.	New amendment		$334,000 to Student Services—TABS

CATEGORY: LIVABLE WAGE AND HEALTH INSURANCE

20	Bills	Limit increase in health insurance expenditures for FY97 to $3,234,089 (1%).	New amendment		
21	Gardner	Reduce the budget by $190,000 and exempt MPS students from the livable wage provision.	New amendment	$190,000 from various accounts	
22	Gardner	Allocate $50,000 to develop options for contractual negotiations with providers of child care, clerical and other direct services to MPS, so that MPS can negotiate with contractors to improve the quality, availability and affordability of health insurance for their employees.	New amendment		$50,000 to the Superintendent

CATEGORY: FACILITIES MAINTENANCE

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
23	Bills	Increase the budget of Facilities and Maintenance Services by $1,025,000 to reinstate 22 painters and one plasterer, with the remaining 21 positions to be eliminated.	New amendment		$1,025,000 to Salaries—Facilities and Maintenance Services
24	Sinicki	Eliminate one new administrative position and other dollars in Facilities and Maintenance and reduce the budget by $106,873.	New amendment	$106,873 from Salaries—Facilities and Maintenance Services	
25	Gardner	Reduce the budget of Field/Shop Operations by $161,870, with the provision that no front line journey-people or apprentices be eliminated.	New amendment	$161,870 from Field and Shop Operations	
26	Gardner	Reduce Technology-Applications Development by $100,000, with the funds reallocated to Facilities and Maintenance Services to eliminate the proposed layoff of personnel.	Referred to April 2 Board without recommendation by SPB Reinstated on list on 4-23 by President	$100,000 from Technology—Applications Development	$100,000 to Facilities and Maintenance Salaries
27	Gardner	Reduce unallotted Salary Adjustment Account by $2,000,000, with the funds reallocated to Facilities and Maintenance Services to eliminate the proposed layoff of personnel.	Referred to April 2 Board without recommendation by SPB Reinstated on list on 4-23 by President	$2,000,000 from Unallotted Salary Adjustment	$2,000,000 to Facilities and Maintenance Salaries
28	Gardner	Eliminate four positions of Area Supervisor-Building Operations and reallocate $219,183 to Facilities and Maintenance Services to eliminate the proposed layoff of personnel.	Referred to April 2 Board without recommendation by SPB Reinstated on list on 4-23 by President	$219,183 from Area Supervisor Salaries-Facilities and Maintenance	$219,183 to Facilities and Maintenance Salaries

CATEGORY: EDUCATIONAL PROGRAMS

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
29	Todd	Increase the Partnership School Contracts budget by $399,397 to contract with Seeds of Health for an additional 80 students (50 children-at-risk and 30 Learnfare).	New amendment		$399,397 to Partnership School Contracts
30	Bills	Freeze future funding for WYMS at the FY97 level.	New amendment	$0	$0
31	Gardner	Allocate $750,000 to expand additional options for oversubscribed programs, including college bound, language immersion, Montessori and arts.	New amendment		$750,000 to Educational Programs
32	Gardner	Increase the budget by $340,000 to restore funding for the MPS printing program (graphic arts).	New amendment		$340,000 to Tech, Marshall and Hamilton—Graphic Arts
33	Gardner	Increase the Contingent Fund by $1,000,000 to implement Board standards and school reconstitutions.	New amendment		$1,000,000 to Contingent Fund

CATEGORY: STUDIES AND CONSULTANTS

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
34	Bills	Increase the Board consultant budget by $60,000 to provide funding for Superintendent search.	New amendment		$60,000 to Board of School Directors
35	Bills	Provide $75,000 funding for a study of alternative school programs (former Craig, Pleasant View and St. Charles) to evaluate options to reduce the costs of the programs; and to determine the actual cost per pupil for the innovative schools, especially at the high school level, and opportunities for cost reduction.	New amendment		$75,000 to Superintendent
36	Bills	Provide $100,000 funding for a study of district transportation policy, practices and statutory obligations, to identify and recommend options to reduce expenditures.	New amendment		$100,000 to Superintendent
37	Bills	Direct the administration to develop a central service buy-back plan, with $50,000 being allocated for the development of the plan.	New amendment		$50,000 to Superintendent
38	Gardner	Allocate $100,000 to hire a consultant to develop options and alternatives to reduce MPS transportation costs during the 1997-98 school year.	New amendment		$100,000 to Superintendent

CATEGORY: DECENTRALIZATION

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
39	Gardner	Reduce the budget of the Board of School Directors by $69,768.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $100,000 Failed 4-5 on 3-26	$69,768 from Board of School Directors	
40	Gardner	Reduce the budget of the Office of Board Governance by $567,518.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $750,000 Failed 4-5 on 3-26	$567,518 from Office of Board Governance	
41	Gardner	Reduce the budget of the Office of the Superintendent by $230,127.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $400,000 Failed 4-5 on 3-26	$230,000 from Office of Superintendent	
42	Gardner	During 1996-97, the administration be directed to identify functions and services that must remain central and develop charge-back accounting that makes visible the costs of central services spent in each school, and develop prices and procedures by which schools may, in future, buy back services, with $500,000 being allocated for the study.	New amendment Withdrawn on 4-23; language incorporated in #57		
43	Gardner	Reduce the budget of Communications and Public Affairs by $102,815.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $100,000 Failed 4-5 on 3-26	$102,815 from Communi-cations and Public Affairs	

CATEGORY: DECENTRALIZATION, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
44	Gardner	Eliminate the Department of Labor Relations, with the budget reduced by $309,598.	Elimination previously introduced at 3-26-96 SPB meeting in amount of $562,108 Failed 4-5 on 3-26	$309,598 from Labor Relations	
45	Gardner	Eliminate the Department of Leadership and School Support, with the budget reduced by $404,322.	Elimination previously introduced at 3-26-96 SPB meeting in amount of $650,000 Failed 4-5 on 3-26	$404,322 from Leadership and School Support	
46	Gardner	Eliminate the Parent Service Center, with the budget reduced by $234,535.	Elimination previously introduced at 3-26-96 SPB meeting in amount of $234,535 Failed 4-5 on 3-26	$234,535 from Parent Service Center	
47	Gardner	Reduce the budget of Media/Internal Communications by $194,181.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $350,000 Failed 4-5 on 3-26	$194,181 from Media/Internal Communi-cations	
48	Gardner	Reduce the budget of the General Office, Finance Department by $27,982.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $100,000 Failed 4-5 on 3-26	$27,982 from Finance Department—General Office	

CATEGORY: DECENTRALIZATION, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
49	Gardner	Reduce the budget of the Office of School Safety by $22,778.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $50,000 Failed 4-5 on 3-26	$22,778 from School Safety	
50	Gardner	Reduce the budget of the Department of Educational Services by $89,266.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $100,000 Failed 4-5 on 3-26	$89,266 from Education Services	
51	Gardner	Reduce the budget of Governmental Relations by $56,500.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $110,000 Failed 4-5 on 3-26	$56,500 from Governmental Relations	
52	Gardner	Reduce the budget of the Department of Curriculum and Instruction by $2,715,110.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $3,350,000 Failed 4-5 on 3-26	$2,715,110 from Curriculum and Instruction	
53	Gardner	Reduce the budget of Student Services by $85,318.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $270,000 Failed 4-5 on 3-26	$85,318 from Student Services	

CATEGORY: DECENTRALIZATION, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
54	Gardner	Reduce the budget of the Office of Alternative Programs by $238,333.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $300,000 Failed 4-5 on 3-26	$283,333 from Alternative Programs Office	
55	Gardner	Reduce the budget of Research and Assessment by $980,178.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $300,000 Failed 4-5 on 3-26	$980,178 from Research and Assessment	
56	Gardner	Reduce the budget of Insurance and Risk Management by $165,607.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $150,000 Failed 4-5 on 3-26	$165,607 from Insurance and Risk Management	
57	Gardner	Reduce the budget of Exceptional Education and Support Services by $1,120,387.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $100,000 Failed 4-5 on 3-26	$1,120,387 from Exceptional Education and Support Services	
58	Gardner	Reduce the budget of Historically Underutilized Business by $257,928.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $250,000 Failed 4-5 on 3-26	$257,928 from Historically Underutilized Business	

CATEGORY: DECENTRALIZATION, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
59	Gardner	Reduce the budget of Personnel/Staffing Services by $349,240.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $550,000 Failed 4-5 on 3-26	$349,240 from Personnel/ Staffing Services	
60	Gardner	Reduce the budget of Radio and Television by $273,376.	Reduction previously introduced at 3-26-96 SPB meeting in amount of $250,000 Failed 4-5 on 3-26	$273,376 from Radio and Television	
61	Gardner	Eliminate the Division of Bilingual/Multicultural Education, with the budget reduced by $466,398.	Elimination previously introduced at 3-26-96 SPB meeting in amount of $450,000 Failed 4-5 on 3-26; withdrawn on 4-23		
62	Gardner	Allocate $2,250,000 to schools that applied for SAGE funds: Clemens, Fratney, Hi-Mount, Kluge, Lloyd, McNair, Spanish Immersion, Thoreau and Zablocki elementary schools, for additional teachers for instruction and support of students in grades K-3 to improve reading competencies.	New amendment		$2,250,000 to Clemens, Fratney, Hi-Mount, Kluge, Lloyd, McNair, Spanish Immersion, Thoreau and Zablocki elementary schools

CATEGORY: DECENTRALIZATION, CONTINUED

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
63	Gardner	Allocate $3,000,000 (at least $50,000, not more than $100,000 per school) for 30 to 50 elementary schools that did not apply for SAGE funds, to provide additional instructional support for students in grades K-3 to improve reading competencies.	New amendment		$3,000,000 to various elementary schools
64	Gardner	During 1996-97, the administration be directed to identify functions and services that must remain central and develop charge-back accounting that makes visible the costs of central services spend in each school, with $500,000 being allocated for this purpose.	New amendment		$500,000 to Department of Finance
65	Gardner	Increase the budget by $825,000 to provide funding to award each of 165 MPS schools $5,000 each to pay for Section 504 procedures.	New amendment		$825,000 to 165 MPS schools ($5,000 each)

CATEGORY: FACILITIES PLAN/CONSTRUCTION FUND

#	Author	Amendment	History	Total Cuts from:	Total Additions to:
66	Bills	Provide $75,000 funding for a facilities study to identify facilities needs (e.g. King, Roosevelt and others, and possible site relocations), currently available funding sources through MPS and the City, and analyze whether a referendum is needed, by September, 1996.	New amendment		$75,000 to Facilities and Maintenance
67	Gardner	Table consideration of the Construction Fund until the administration has had an opportunity to develop, propose and discuss with the City a multi-year construction budget.	New amendment Withdrawn in light of language proposed by administration in #71 below		
68	Gardner	**(1)** Approve the $14.2 million proposed Construction Fund budget for preservation of capacity and authorize the Administration to move forward to seek the necessary funding from the City to complete building modifications for the St. Thomas School and Craig Montessori modifications, and the relocation of the Wisconsin Conservatory of Lifelong Learning. **(2)** Postpone action to a meeting to be held prior to June 30, 1996, on expansion of capacity projects pending the development of a five-year capital needs plan and analysis of funding needs and sources	New amendments	$0	$0

Director Small moved to adopt amendment #1 modified as follows: "To direct the Administration to prepare a plan to implement the phase-out of exceptional education supervisors over a two year period and to bring that plan to the Board for approval within the next six months."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Amendments #2, #3 and #4 were withdrawn.

Director O’Neil moved to adopt amendment #5.

The amendment was adopted, the vote being as follows:

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

Noes— Director Braun and President Bills—2.

Amendment #6 was withdrawn.

Director Gardner moved to adopt amendment #7.

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

Ayes—Directors Gardner, O'Neil and Todd—3.

Noes—Directors Braun, Fisher, Johnson, Sinicki, Small and President Bills—6.

Amendment #8 was withdrawn.

Director Garner moved to adopt amendment #9.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson and President Bills—2.

Amendments #10, #11 and #12 were withdrawn.

Director Braun moved to adopt amendment #13, with $1.6 million to be used to offset elementary school budget cuts and $900,000 to be used to address elementary school equity, with the lowest schools first.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Amendment #14 was withdrawn, as its substance was included in amendment #13.

Amendment #15 was withdrawn.

Director Gardner moved to adopt amendment #16. The amendment failed of adoption, the vote being as follows:

Ayes—Directors Gardner and Todd—2.

Noes—Directors Braun, Fisher, Johnson, O'Neil, Sinicki, Small and President Bills—7.

Amendments #17, #18, #19 were withdrawn.

Director Johnson moved to add $220,000 to the contingency fund.

Ruled out of order.

Amendment #20 was withdrawn.

Director Gardner moved to adopt amendment #21.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Fisher, Gardner, O'Neil and Sinicki—5.

Noes—Directors Johnson, Small, Todd and President Bills—4.

Director Gardner moved to adopt amendment #22.

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

Ayes—Directors Braun, Gardner and Todd—3.

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

Director Bills moved to adopt amendment #23.

Director Braun moved to amend amendment #23 to increase the budget of Facilities and Maintenance by 2.3 million, to reinstate all positions to be eliminated.

The amendment to amendment #23 was adopted, the vote being as follows:

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

Noes—President Bills—1.

The question being on amendment #23 as amended, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—1.

Amendment #24 was withdrawn.

Director Gardner moved adoption of amendment #25, with the amount modified to $160,000.

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

Ayes—Directors Braun, Gardner and Todd—3.

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

Amendments #26, #27 and #28 were withdrawn.

Director Todd moved adoption of amendment #29.

The amendment was adopted, the vote being as follows:

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

Noes—Director Sinicki and President Bills—2.

Director Bills moved adoption of amendment #30.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Johnson moved that the Board not consider any further decentralization other than what is recommended by the Superintendent in this budget and that none of the amendments in the category of Decentralization (#s 39-65) be considered.

Director Small moved the previous question.

The motion to end debate failed, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Small and President Bills—5

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

The question being on Director Johnson's motion not to consider any amendments in the category of Decentralization, the motion was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Small and President Bills—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Director Gardner moved to adopt amendment #31, modified to provide that whatever programs are replicated, the adjusted average per pupil allocation of the district will be utilized in funding those.

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

Ayes—Directors Fisher, Gardner and Todd—3.

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

Director Gardner moved to adopt amendment #32, with the amount changed to $150,000.

Director Todd moved to amend the amendment by striking $150,000 and inserting $340,000.

The amendment to the amendment was adopted, the vote being as follows:

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

Noes—None.

President Bills requested permission to change her vote from "aye" to "no." There being no objection, the request was granted.

The question being on adoption of amendment #32 as amended, it was adopted, the vote being as follows:

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

Noes—None.

Amendments #33, #34, #35, #36 and #37 were withdrawn.

Director Gardner moved to adopt amendment #38.

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

Ayes—Director Gardner—1.

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

Amendments #66 and #67 were withdrawn.

Director Gardner moved to adopt amendment #68.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Temporarily absent and abstaining from voting—Director Braun—1.

The question being on the adoption of the report of the Strategic Planning and Budget Committee as amended, it was adopted, the vote being as follows:

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

Noes—Directors Gardner, O'Neil and Todd—3.

* * * * *

REGULAR ITEMS OF BUSINESS

Director Fisher moved to suspend Board Rule 1.09 to allow the Board to give hearing and act on the regular items of business without resolving itself into a committee of the whole.

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

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

Noes—None.

(Item 1) Adoption of the Customary Budget Resolutions and the Tax Levies for the FY97 Budget

It is recommended that the Board adopt the following budget resolutions for the FY97 budget. These resolutions are the mechanism through which the Board certifies the budget and the tax levy to the Common Council.

It should be noted that the Construction Fund tax levy requires a two-thirds vote of the membership of the Board.

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 $700,441,620 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 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, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $14,200,000 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 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.

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 $6,770,753 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1997 Fiscal Year, and that $5,333,642 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, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Johnson moved to adopt the resolutions;

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Fisher, Johnson, O'Neil, Small and President Bills—6.

Noes—Directors Johnson and Todd—2.

Abstaining fom voting—Director Sinicki—1.

* * * * *

(Item 2) Action on Recommendations to Amend Board Rules 2.01 (1), 2.02, 2.05 and 2.10 to Establish the Innovation/School Reform Committee as a Standing Committee; to Expand the Name and Charge of the Audit Committee to Include an Accountability Function; to Set the Time of Committee Meetings at 6:30 PM; and to Amend Board Rule 1.09 to Eliminate the Committee of the Whole Requirement for Giving Public Hearing on Regular Items of Business and to Add Language to Allow for the Implementation of Executive Limitations with regard to Leases

Background

1. During the 1995-96 Board year, the Board met three times a month with the regular items of business divided among the three meetings. According to its rules, the Board resolved itself into a Committee of the Whole to give public hearing on the regular items of business, and then rose from the Committee of the Whole and took action on the items.

2. Based on input received from Board members during the past several months' Board leadership sessions, the Office of Board Governance has prepared Rules changes for the Board's consideration which would:

- Establish one additional standing committees which would meet monthly: the Innovation/School Reform Committee (currently a functional committee) and rename and expand the charge of the Audit Committee to the Accountability/Audit Committee, which would meet monthly.

- Retain the Regular Items of Business category at the regular Board meeting on the last Wednesday of the month, but eliminate the requirement for the Board to resolve itself into a Committee of the Whole in order to give public hearing.

3. The proposed amendments to the Board Rules have been transmitted to Board members under separate cover.

4. On April 17, 1996, the Board suspended Board Rule 1.11 to eliminate the need for referral of these Rules changes to the Legislation, Rules and Policies Committee, and scheduled action on this item for the April 25, 1996 Board meeting.

TABLE OF CHANGES RECOMMENDED IN BOARD RULES AND BOARD GOVERNANCE POLICIES FOR ITEMS 2 AND 3 OF THE AGENDA OF THE APRIL 25, 1996 BOARD MEETING

SUMMARY OF RECOMMENDED CHANGES FOR PART I RULES OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

#	Rule	Pg	Status/CHANGE	Action Needed
	Article I			
R 1.09	Regular Items of Business	5	Language added to eliminate the Committee of the Whole requirement for giving public hearing and to allow for the implementation of executive limitations with respect to leases	Adopt
	Article II			
R 2.01	Standing, Special and Functional Committees	12	Language added to establish the Innovation/School Reform Committee as a standing committee	Adopt
R 2.02	Committee Meetings	12	Language revised to set time for Committee meetings at 6:30 PM, and added to require the Innovation/School Reform and Accountability/Audit Com-mittees to meet monthly except in July.	Adopt
R 2.05	Audit Committee—Powers and Duties	14	Language added to expand the charge and name of the Audit Committee to the Accountability/Audit Committee	Adopt
R 2.10	Innovation/School Reform Committee	15	Article created to establish the name and charge of the Innovation/School Reform Committee as a standing Committee; old Rule 2.10 is renumbered to 2.11	Adopt
	Article IV			
R 4.01	Superintendent Powers and Duties	19	Deleted from the Rules and moved to Governance Policy 3.02 in Part II	Delete and Transfer
R 4.02	Absence of Superintendent	19	Deleted from the Rules and moved to Governance Policy 3.02 in Part II	Delete and Transfer
R 4.03	Surety Bonds	19	Deleted from the Rules and moved to Governance Policy 4.07 in Part II	Delete and Transfer
	Article V			

R 5.01	Director of Board Governance	20	Deleted from the Rules and moved to Governance Policy 3.05 in Part II	Delete and Transfer
R 5.01	Board Staff	20	Deleted from the Rules and moved to Governance Policy 3.05 in Part II	Delete and Transfer

SUMMARY OF RECOMMENDED CHANGES FOR PART II GOVERNANCE POLICIES OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

#	Policy	Pg	Status	Action Needed
	Section 1.00 School District Mission & Goals			
BG 1.01	Mission Statement	1	Previously approved	Insert
BG 1.02	School District Goals	2	Revised*	Adopt
	Section 2.00 Board Governance and Operations			
BG 2.01	General Governance Commitment	3	New	Adopt
BG 2.02	Governing Style	4	New	Adopt
BG 2.03	Board Powers and Duties	6	Previously adopted	Transfer
BG 2.06	Board Member Authority	9	Previously adopted	Transfer
BG 2.05	Annual Board Planning CycleStyle	11	New, based on current schedule	Adopt
BG 2.12	Board Meetings: Public Participation	14	Previously adopted	Transfer
BG 2.04	Board Committee Principles	15	New	Adopt
BG 2.11	Board Meetings: Agenda Preparation and Dissemination	16	Previously adopted	Transfer
BG 2.13	Board Meetings: Broadcasting and Taping	17	Previously adopted	Transfer
BG 2.14	Board Meetings: Reporting Board Business	18	Previously adopted	Transfer
BG 2.09	Board Advisory Committees	19	Previously adopted	Transfer
BG 2.16	Board Policies: Preliminary Development/Adoption	22	Previously adopted	Transfer
BG 2.15	Board Audits: Annual Plan and Coordination	23	Previously adopted	Transfer
BG 2.17	Board Legislative Program	24	Previously adopted	Transfer
BG 2.18	Negotiations (from Brown book, 8.01)	25	Previously adopted	Transfer
BG 2.18	Public Complaints	26	New	Adopt

#	Policy	Pg	Status	Action Needed
	Section 3.00Board/Staff Relationship			
BG 3.01	Board Appointed Officials	27	Previously adopted	Transfer
BG 3.02	Superintendent's Role	29	New (replace text with Article IV)	Adopt
BG 3.03	Superintendent—Delegation of Authority	30	New	Adopt
BG 3.04	Superintendent—Monitoring Organizational Performance	31	New	Adopt
BG 3.05	Director of Board Governance's Role	32	New (replace text from Article V)	Adopt
BG 3.06	Director of Board Governance—Delegation of Authority	33	New	Adopt
BG 3.07	Director of Board Governance—Monitoring Organizational Performance	34	New	Adopt
	Section 4.00 Executive Limitations			
BG 4.01	General Executive Constraint—Superintendent	37	New	Adopt
BG 4.02	General Executive Constraint-- Director of Board Governance	38	New	Adopt
BG 4.03	Staff Treatment-- Superintendent	40	New	Adopt
BG 4.04	Staff Treatment—Director of Board Governance	39	New	Adopt
BG 4.05	Budgeting/Forecasting	41	Operating reserve previously adopted	Adopt balance
BG 4.06	Financial Condition	43	Items 1-7 previously adopted	Adopt 8-12
BG 4.07	Asset Protection	44	New	Adopt
BG 4.08	Lease Agreements	47	New	Adopt
BG 4.09	Compensation and Benefits	48	New	Adopt
BG 4.10	Employee Reclassification	49	New	Adopt
BG 4.11	Salary Increases/Decreases	50	New	Adopt
BG 4.12	Communication and Counsel to the Board	51	New	Adopt
BG 4.13	Staff Competency: Supt.	52	New	Adopt
BG 4.14	Staff Competency—Director of Board Governance	53	New	Adopt
BG 4.15	Records Management	54	New	Adopt

BG 4.16	Admission of Students Expelled from Other School Districts	55	New	Adopt
BG 4.17	Reinstatement of Suspended Students	56	New	Adopt

SUMMARY OF RECOMMENDED CHANGES FOR MILWAUKEE BOARD OF SCHOOL DIRECTORS POLICIES AND ADMINISTRATIVE PROCEDURES TO IMPLEMENT POLICIES

#	Policy	Pg	Status	Action Needed
P 2.01	Board Powers and Duties	2	Previously adopted; incorporated in Governance Policy 2.03	Delete
P 2.02	Board Member Authority	3	Previously adopted; incorporated in Governance Policy 2.04	Delete
P 2.03	Code of Ethics—Board of School Directors	4	Previously adopted; incorporated in Board Rule 3.01	Delete
P 2.04	Code of Ethics—Employees	10	Previously adopted; transferred from Section 2 to Section 7 of the Administrative Policies Manual	Transfer
P 2.05	Appointed Board Officials	11	Previously adopted; incorporated in Governance Policy 3.01	Delete
P 2.06	Board—Administration Relationship	13	Previously adopted; incorporated in substance in various Board Rules and Board Governance Policies	Delete
P 2.07	Advisory Committees	17	Previously adopted; language relating to Board initiated advisory committees is incorporated in Governance Policy 2.11; language relating to administration initiated committees is transferred to Section 3 of the Administrative Policies Manual	Delete and Transfer
P 2.08	Board Meetings	21	Previously adopted; incorporated in Governance Policy 2.06	Delete
P 2.09	Board Meetings—Agenda Preparation and Dissemination	22	Previously adopted; incorporated in Governance Policy 2.08	Delete
P 2.10	Board Meetings—Public Participation	23	Previously adopted; incorporated in Governance Policy 2.06	Delete
P 2.11	Board Meetings—Broadcasting and Taping	24	Previously adopted; incorporated in Governance Policy 2.11	Delete
P 2.12	Board Meetings—Reporting Board Business	25	Previously adopted; incorporated in Governance Policy 2.10	Delete
P 2.13	Board Audits—Annual Plan and Coordination	26	Previously adopted; incorporated in Governance Policy 2.13	Delete
P 2.14	Board Policies—Preliminary Development/Adoption	27	Previously adopted; incorporated in Governance Policy 2.12	Delete
P 2.14	Board Legislative Program	28	Previously adopted; incorporated in Governance Policy 2.14	Delete

Revisions to Policy BG1.02

SCHOOL DISTRICT GOALS

1. **~~Student~~ Achievement** - ~~Student achievement will increase significantly. Students will~~ The Board shall set graduation standards and proficiency requirements and provide work experiences as part of School-To-Work, to enable students to graduate with the ability to read, write, speak clearly, compute and analyze, think creatively and critically, problem solve, engage in mathematical and scientific reasoning, and engage in the practice of freedom.

2. **Equity -** ~~The achievement gap will be closed~~ The Board shall ensure that appropriate resources are provided to enable students to reach the achievement goal and to close the achievement gap between minority and non-minority students.

~~3. **Fiscal Responsibility** - To obtain resources necessary to provide quality education and to use these resources efficiently and effectively.~~

Recommendation

That the Board amend Board Rules 2.01 (1), 2.02, 2.05 and 2.10 to establish the Innovation/School Reform Committee as a standing committee; to expand the name and charge of the Audit Committee to include an accountability functionto the Accountability/Audit Committee; to set the time of committee meetings at 6:30 pm; and to amend Board Rule 1.09 to eliminate the committee of the whole requirement for giving public hearing on regular items of business and to add language to allow for the implementation of executive limitations with regard to leases

Director Braun moved to adopt the recommendation.

Director Braun moved to amend the recommendation by deleting the words "2.01 (1), 2.02, 2.05 and 2.10 to establish the Innovation/School Reform Committee as a standing committee; to expand the name and charge of the Audit Committee to include an accountability functionto the Accountability/Audit Committee."

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

Ayes—Directors Braun, Gardner, O'Neil and Todd—4.

Noes—Directors Johnson, Sinicki, Small and President Bills—4.

Voting "present"—Director Fisher.

The question being on the motion to adopt the recommendation, it was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, Sinicki, Small and President Bills—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

* * * * *

(Item 3) Action on Recommendations to Adopt Proposed Board Governance Policies, Including Statements of Goals, the Board's Governance Process, the Board's Relationship with the Superintendent and Executive Limitations; to Transfer Articles IV and V from Board Rules to Board Governance Policies; and to Transfer Various Administrative Policies to Board Governance Policies

Background

1. During this past year, the Board held a number of Board Leadership sessions to review its governance structure and policies. The Office of Board Governance was asked to take the existing Board Rules and to add a second part devoted to Governance Policies reflecting the Board's work during its leadership sessions.

2. The proposed manual, is designed to be a high level policy document, making explicit the Board's Rules by which it operated, the Board's Goals, the Board's Governance Process, the Board's Relationship with the Superintendent and the Director, Office of Board Governance, and the Board's Executive Limitations.

3. The proposed manual being submitted for Board consideration and action relocates Sections IV and V of the Board's Rules from the document entitled "Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies" to the Board Governance Policies, and transfers various identified Administrative Policies to Board Governance Policies, where they more appropriately belong.

4. The proposed changes have been transmitted to Board members under separate cover.

5. At its meeting on April 17, 1996, the Board scheduled action on this item for its April 25, 1996, meeting.

Recommendation

That the Board adopt the proposed Board Governance Policies in Part II of the manual, including statements of goals, the Board's governance process, the Board's relationship with the Superintendent and the Director, Office of Board Governance, and executive limitations; and transfer articles IV and V from Board Rules to Board Governance Policies; and transfer the various identified administrative policies (or the substance thereof) to Board Governance Policies.

Director Sinicki moved to adopt the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Directors Gardner and Todd—2.

* * * * *

By unanimous consent, the Board next took up Communications, Petitions and Resolutions.

COMMUNICATIONS AND PETITIONS

Communication from Reality Plus One, the Milwaukee Parent Education Association and the Public Accountants asking the Board to Declare the Office of Director of Board District #4 Vacant (page 32)

Received and ordered placed on file.

* * * * *

RESOLUTIONS

By Directors Fisher and O'Neil:

WHEREAS, MPS engages in collective bargaining with seven different unions for a total of twelve separate contracts; and

WHEREAS, All MPS employee collective bargaining contracts are currently expired; and

WHEREAS, Some of these contracts expired as for back as June of 1994, and the most recent expiration being June of 1995; and

WHEREAS, The lack of settled contracts causes low morale with our employees; and

WHEREAS, The Milwaukee Board of School Directors needs to be committed to fair treatment of its employees; and

WHEREAS, For each year that MPS fails to complete collective bargaining with its employees, the district receives less state aid the following year than the district would have received if the district had settled its contracts and expended the budgeted funds; and

WHEREAS, For each year that MPS receives less state aid as a result of not settling contracts the previous year, the only way that MPS can make up the difference is by increasing the property tax to reach the maximum revenue limits; now, there, be it

RESOLVED, That a mutually agreed upon timeline be established with each bargaining unit to enable the successful completion of bargaining with all units within thirty days of the adoption of this resolution.

Referred to the Superintendent.

* * * * *

UNFINISHED BUSINESS

Report on Contract Negotiations with the MTEA (Teachers, Substitute Teachers, Educational Assistants, School Accountants/Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616

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

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 11:09 PM.

The Board recessed from 7:27 to 7:32 PM, 8:17 to 8:26 PM, and 9:18 to 9:30 PM.

Director Sinicki left at 10:55 PM.

Director Todd left at 11:08 PM.

The Board adjourned from executive session at 11:55 PM.

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

SUMMARY OF 1996-1997 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	77,630,218
MIDDLE SCHOOLS		61,569,219
ELEMENTARY SCHOOLS		159,424,699
FRITSCHE MIDDLE SCHOOL		5,047,597
CONGRESS SCHOOL		2,931,520
HI-MOUNT BOULEVARD SCHOOL		2,651,201
K-8 SCHOOLS		15,041,509
EXCEPTIONAL EDUCATION ALTERNATIVE SCHOOLS		1,975,601
SPECIAL SCHOOL FUNDS		7,441,943
SCHOOL SAFETY		2,953,646
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		875,902
VISUALLY IMPAIRED		536,540
PHYSICALLY HANDICAPPED		2,551,843
HEARING IMPAIRED		728,013
LEARNING DISABILITIES		1,976,476
SPEECH/LANGUAGE DISABILITIES		1,520,431
EMOTIONALLY DISTURBED		1,202,954
SCHOOL TO WORK TRANSITION		985,603
COGNITIVE DISABILITIES		1,036,893
PSYCHOLOGICAL SERVICES		1,381,345
SCHOOL SOCIAL WORK SERVICES		1,701,410
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		345,767
INSTRUMENTAL MUSIC		1,128,843
MUSIC FESTIVAL		0
SCIENCE MATERIAL/INSERVICE CENTER		291,979
URBAN HOUSEHOLD REHABILITATION		188,419
SCHOOL TO WORK		945,099
BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE		2,185,142

SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM	198,538

COMMUNITY RECREATION AND EDUC. SERVICES		
INTERSCHOLASTIC ACADEMICS		244,465
INTERSCHOLASTIC ATHLETICS		2,816,616
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		6,036,747
ALTERNATIVE SCHOOLS		4,005,059
HOME AND HOSPITAL INSTRUCTION		326,498
SCHOOL AGE PARENTS		1,042,199
SUMMER SCHOOL		1,645,240
ALTERNATIVE PROGRAMS MATC		612,885
ALTERNATIVE PROGRAMS-MILW. CO. COLLABORATIVE		722,890
TOTAL PROGRAM ACCOUNTS	**$**	**373,900,949**
ADMINISTRATION		
BOARD OF SCHOOL DIRECTORS	$	190,980
OFFICE OF BOARD GOVERNANCE	$	903,318
OFFICE OF SUPERINTENDENT		1,472,357
DEPARTMENT OF COOMMUNICATIONS AND PUBLIC AFFAIRS		745,224
OFFICE OF GOVERNMENTAL RELATIONS		234,148
EQUAL OPPORTUNITY PROGRAMS		257,928
OFFICE OF LEADERSHIP SERVICES		652,429
DEPARTMENT OF EDUCATIONAL SERVICES		11,682,006
DEPARTMENT OF HUMAN RESOURCES.		2,786,988
DEPARTMENT OF PARENT AND STUDENT SERVICES		78,977,178
DEPARTMENT OF FINANCE		3,895,303
DEPARTMENT OF TECHNOLOGY		5,578,071
DEPARTMENT OF SCHOOL AND COMMUNITY SERVICES		39,458,602
TOTAL ADMINISTRATION	**$**	**146,834,532**
OTHER ACCOUNTS		
EMPLOYEE BENEFITS	**$**	149,960,345
DISTRICT INSURANCES AND JUDGMENTS		5,585,906
DEBT SERVICE		6,917,007
SPECIAL AND CONTINGENT FUNDS		18,426,300
BUDGET OFFSETS		(1,183,419)
TOTAL OTHER ACCOUNTS	**$**	**179,706,139**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$**	**700,441,620**

CONSTRUCTION FUND

PROJECT ACCOUNTS	$	14,200,000
GRAND TOTAL-CONSTRUCTION FUND	$	**14,200,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$**	247,206
PLAYGROUNDS AND RECREATION CENTERS		4,728,656
PLAYGROUNDS AND RECREATION CENTERS - HI-MOUNT		4,848
DISTRICT INSURANCES		50,000
EMPLOYEE BENEFITS		1,106,023
SPECIAL AND CONTINGENT FUNDS		634,000
GRAND TOTAL -EXTENSION FUND	**$**	**6,770,753**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DRUG FREE SCH. & COMMUNITIES ACT	$982,281
Bilingual Programs	
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	236,337
Curriculum and Instruction Programs	
ESEA, TITLE 1	36,018,194
ESEA, TITLE II	815,423
CARL PERKINS	1,844,912
ECON. OPPORTUNITY ACT-HEAD START	3,665,056
Exceptional Education Programs	
IDEA (PUBLIC LAW 94-142)	4,774,873
PL 99-457	1,293,920
TOTAL FEDERAL	49,630,996
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.....4,270,274

Deputy Superintendent
SCHOOL TO WORK.....800,000

TOTAL STATE.....13,332,074

OTHER

Curriculum and Instruction Programs
AETNA FOUNDATION SATURDAY ACADEMY.....62,500
EQUITY 2000 - GUIDANCE/MATH.....53,260

TOTAL OTHER.....115,760

GRAND TOTAL.....**63,078,830**

SUMMARY OF 1996-1997 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization and Integration Aids
GENERAL EQUALIZATION AID..... $ 418,460,277
INTRADISTR. INTEGR. AID..... 28,414,840
INTERDISTR. INTEGR. AID..... 3,619,883

Handicapped Aids
EXCEPTIONAL EDUCATION PROGRAMS 28,829,000
EXCEPTIONAL EDUCATION SUPERVISION 910,000
EXCEPTIONAL EDUCATION TRANSPORTATION..... 4,065,000
PSHCHOLOGICAL/SOCIAL WORK SERVICES 4,696,000

Other Categorical and Special Aids
SCHOOL LUNCH AID 544,000
TRANSPORTATION AID 2,160,000
LIBRARY AID 1,700,000
DRIVER EDUCATION..... 200,000
BILINGUAL EDUCATION..... 2,700,000
CHILDREN AT RISK 2,200,000
TUITION FROM STATE (FOSTER HOME)..... 150,000

FEDERAL AIDS FOR:
SCHOOL MEAL PROGRAM AIDS..... $ 20,852,683
FEDERAL INDIRECT AIDS 1,500,000
PUBLIC LAW 874..... 0
ENERGY GRANT..... 0

LOCAL REVENUES (NON PROPERTY TAX) FROM:

MOBILE HOME TAX	70,000
STUDENT FEES	155,000
SCHOOL MEAL SALES	2,992,996
ATHLETIC EVENTS	0
BOND SALES	6,000,000
TUITION	400,000
INTEREST EARNED	1,235,000
MISCELLANEOUS	784,376

APPLIED SURPLUS:

SCHOOL OPERATIONS FUND	$ 200,000

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $532,839,055

TAX LEVY ..... $ 167,602,565

TOTAL REVENUES $700,441,620

CONSTRUCTION FUND

PROCEEDS FROM COMMON SCHOOL FUND	$ 5,000,000
PROCEEDS FROM BONDED DEBT	0
OTHER	1,500,000
PROPERTY TAX LEVY	7,700,000

TOTAL CONSTRUCTION FUND $14,200,000

EXTENSION FUND

LOCAL REVENUES	$ 1,187,111
PROPERTY TAX LEVY	5,333,642
APPLIED SURPLUS	250,000

TOTAL EXTENSION FUND ..... $ 6,770,753