BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 25, 1994

Annual organizational meeting of the Board of School Directors called to order by the Director, Office of Board Governance at 8:00 PM.

The Director, Office of Board Governance read into the record the certification of the City Clerk that the following person, who was elected to membership on the Milwaukee Board of School Directors on April 5, 1994, had taken the oath of office and was duly qualified to serve:

Term expiring April, 1995:

Leon Todd

The following members responded to roll call:

Present—Directors Bills, De Bruin, Johnson, Lucey, Mitchell, 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:

Director Bills .....Pass
Director De Bruin .....Director Bills
Director Johnson.....Director Bills
Director Lucey.....Director Bills
Director Mitchell.....Director Bills
Director O'Neil.....Director Bills
Director Sinicki.....Director Bills
Director Small.....Director Bills
Director Todd.....Director Bills

Director Bills—8

Director Bills, having been duly elected President of the Board of School Directors for the ensuing year, was escorted to the Chair by Directors Mitchell 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 Johnson	Present
Director Lucey	Director Johnson
Director Mitchell	Director Johnson
Director O'Neil	Director Johnson
Director Sinicki	Director Johnson
Director Small	Director Johnson
Director Todd	Director Johnson
President Bills	Director Johnson

Director Johnson—8

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, Lucey, 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 Todd 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 Lucey (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 five 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 20 at 9:00 and 11:00 AM; April 21; and April 25, 1995 at 9:00 and 11:00 AM.

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

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

Noes—None.

UNFINISHED BUSINESS

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

Personnel and Negotiations Committee:

Resolution by Director Lucey Relative to Developing a Policy Which Will Eliminate any Incentive, Based on the Availability of Bus Transportation, to Enroll Children in Schools Other than their Attendance Area Schools (Proc. 9-30-92, p. 289).

Resolution by Director O'Neil regarding the Unitary System and the Potential Benefits that Unitary Status Could Provide MPS (Proc. 12-21-92, p. 441).

Resolution by Director De Bruin regarding the Safety of Students on the Way to and from School (Proc. 11-22-93, p. 325).

Resolution by Director Bills regarding a Mock Student Assignment Process (Proc. 1-5-94, p. 382; 1-26-94, pp. 423-424).

Resolution by Director Mitchell regarding a Review of Expulsion Procedures (Proc. 2-23-94, p. 491).

Communication from Tyrone P. Dumas regarding Revisions in the Student Expulsion Policy (Proc. 1-5-94, p. 380; 1-26-94, p. 423).

Resolution by Director O’Neil regarding the Definition of the Term Administrator (Proc. 5-26-93, p. 44; 6-30-93, pp. 84-85).

Resolution by Director Lucey to Revise the Board’s Disciplinary Hearing Procedures according to an Appellate Model (Proc.1-26-94, p. 465; 2-23-94, pp. 489-490, 492).

Resolution by Director Bills regarding the Board Providing Incentives to Promote more Accountability and Increased Local School Control (Proc. 3-30-94; 4-20-94).

Finance and Facilities Committee

Communication from the City Comptroller regarding the Exploration of Cooperative Efforts in the Use of Computer Technology (Proc. 1-5-94, p. 349; 1-26-94, pp. 432-433).

Resolution by Director Small to Develop Special Evening Alternative Education Programs (Proc. 5-26-93, pp. 45-46; 6-30-93, p. 109, 111).

Resolution by Director Sinicki regarding the Contracting out of Alternative School Seats and Reopening Alternative Schools as Regular Schools (Proc. 5-26-93, p. 45).

Resolution by Director Sinicki regarding the Acquisition of the Llewellyn Library (Proc. 1-5-94, pp. 381-382; 1-26-94, pp. 434-435).

Resolution by Director Sinicki regarding Community Use of Buildings for Fund-raising Events (Proc. 2-23-94, pp. 502-503).

Communication from Robert Krahn regarding Renaming the Adams Playfield for Clarence Emigh (Proc. 3-30-94).

Resolution by Director Bills regarding Neighborhood Early Childhood Centers (Proc. 1-26-94, p. 466; 2-23-94, pp. 492-494).

Resolution by Director De Bruin regarding a Feasibility Study of Providing Supplemental Child Care for Students on a Fee for Services Basis (Proc. 3-30-94).

Legislation, Rules and Policies Committee

Resolution by Director Bills regarding the Establishment of a Milwaukee Metropolitan Intergovernmental Council (Proc. 2-24-93, pp. 538-539).

Board of School Directors

Resolution by Directors O'Neil, Johnson, Sinicki and Small Relative to Appointing a Committee to Develop Procedures for the Timely Negotiation of Contracts with Bargaining Units (Proc. 9-3-92 p. 288; 11-2-92, p. 323).

Recommendation to Adopt Various Texts for the Eighth and Ninth Grade Health Curriculum (Proc. 4-20-94).

Referred to the Administration/Board Governance Office

Proposal from the Milwaukee Village School and Community Center Partnership Project (Proc. 3-30-94).

The items were referred as indicated.

NEW BUSINESS

Director Small moved that the Board adopt the proposed schedule of Board and Committee meetings for the coming year, which had been developed in accordance with Rule changes adopted on April 20, 1994.

The motion prevailed, the vote being as follows:

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

Noes—None.

RESOLUTIONS

By Directors Bills, Mitchell, Small and Sinicki:

WHEREAS, Donald J. O'Connell was first elected to the Board in 1967; and

WHEREAS, Donald J. O'Connell completed over twenty-one years of service as a member of the Board, including two terms as Board president in 1974-1975 and 1975-1976 and one term as Vice-President in 1991-92; and

WHEREAS, Donald J. O'Connell served as the chair of the Appointment and Instruction Committee for two years; the Instruction Committee for one year; the Community and Advisory Group Relations Committee for two years; the Budget Committee for one year; and the Personnel and Negotiations Committee for six years and held other committee chairmanships and vice-chairmanships too numerous to mention; and

WHEREAS, Donald J. O'Connell, in addition to his numerous committee assignments, also served as the Board's representative to the Wisconsin Association of School Boards and represented the Board on many governmental commissions and at numerous civic functions; and

WHEREAS, Donald J. O'Connell brought a city-wide and historical perspective to the deliberations of the Board; and

WHEREAS, Donald J. O'Connell championed many causes, such as the peaceful integration of the Milwaukee Public Schools and the Milwaukee metropolitan area public schools; the release of student test scores to the public; and parent and public involvement in the district's policy decision making process; and

WHEREAS, Donald J. O'Connell introduced numerous resolutions and advocated various causes which had a positive effect on education in Milwaukee and benefited the children of Milwaukee; and

WHEREAS, Donald J. O'Connell's artistic ability memorialized and enlivened numerous important occasions; and

WHEREAS, Donald J. O'Connell retired from the Board in April of 1993, only a few months before his untimely and unexpected death; and

WHEREAS, The Board of School Directors is desirous of ensuring that the memory of his dedication to the citizens of Milwaukee and the Milwaukee Public Schools will live on; now therefore, be it

RESOLVED, That the Auditorium of the School Administration Building be renamed the Donald J. O'Connell Memorial Auditorium in his memory; and be it

FURTHER RESOLVED, That suitable signage and a plaque describing his contributions to the Milwaukee Public Schools be prepared and affixed in a suitable location.

Referred to the Committee on Finance and Facilities.

By Director Bills:

WHEREAS, Often only a small percentage of high-achieving students or those who win awards and competitions receive congratulations and acknowledgment for their efforts; and

WHEREAS, Approximately 100,000 children and youth attend MPS, each with ability, skills, creativity, resourcefulness and unique personalities who have accomplishments worthy of recognition; and

WHEREAS, on May 11 and 12, more than 7,000 MPS students will gather for the 35th biennial Music Festival, performing together and showcasing their talents in music and song for the Milwaukee community; and

WHEREAS, On May 15, the Milwaukee Brewers will host a Parade of Champions for MPS students who successfully balance academics and athletics; and

WHEREAS, On May 24, approximately 350 students will be honored at the annual Dinner with The Superintendent, enjoying an evening with their parents and Superintendent Howard Fuller, to celebrate the improvements and achievements they made throughout the school year; and

WHEREAS, In May, the Milwaukee Journal and Sentinel will celebrate the success of our young people by sponsoring the Student Achievement section, listing students who have made achievements in the 1993-94 school year; and

WHEREAS, In May, scholarships and awards will be presented to hundreds of MPS students through various businesses, organizations and community programs for academic, athletic and other achievement and performance honors; now, therefore, be it

RESOLVED, That the Board of School Directors proclaim the month of May as Celebrate Our Stars of Tomorrow month in the Milwaukee Public Schools, to publicly recognize the thousands of hard-working students this school year, many of whom may not have received individual or group accolades, as Milwaukee's Stars of Tomorrow and students worthy of recognition and pride.

Director Mitchell moved to suspend Board rule 1.06 and adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:25 PM.

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

STANDING COMMITTEES

Personnel and Negotiations Committee

Directors Sinicki, chair; Lucey, vice-chair, Bills, O'Neil

Instruction and Community Relations Committee

Directors Small, chair; Johnson vice-chair, De Bruin, Sinicki

Finance and Facilities Committee

Directors O'Neil, chair; Todd, vice-chair, Bills, Small

Audit Committee

Directors De Bruin, chair; Todd, vice-chair; Bills, Johnson

Strategic Planning and Budget Committee

Directors Johnson and Lucey, co-chairs; Bills, Be Bruin, Mitchell, O'Neil, Sinicki, Small, Todd

Legislation, Rules and Policies Committee

Directors Bills, chair; De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 10, 1994

Special meeting of the Board of School Directors called to order by Vice President Johnson at 6:00 PM.

Present—Directors De Bruin, Lucey, Mitchell, O'Neil, Small, Todd (6:10 PM) and President Bills (6:05 PM)—8.

Absent and excused—Director Sinicki—1.

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

April 29, 1994

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 Thursday, May 10, 1994, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to deliberate these matters and reconvene in open session for action on matters considered in executive session.

Nancy R. Noeske
Director, Office of Board Governance/
Board Clerk

Director De Bruin moved that the Board retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiation matters.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, O'Neil, Small and Vice President Johnson—6.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 6:37 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 10, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:40 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Mitchell (6:45 PM), 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:

May 6, 1994

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 Tuesday, May 10, 1994, at 6:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) receiving, considering and possibly acting upon a resolution by Director Sinicki congratulating Trowbridge School on its centennial; and 2) conducting a worksession on parilamentary procedures.

Nancy R. Noeske
Director, Office of Board Governance/
Board Clerk

Director Small moved to suspend Board rules and adopt the following resolution:

By Director Sinicki:

WHEREAS, In 1894, the 17th District Primary School opened its doors, serving children in grades 1 through 6; and

WHEREAS, In 1905 it became the 17th District Second Precinct School and served as the second permanent high school in the Village of Bay View; and

WHEREAS, In 1912 the name of the school was changed to the East Trowbridge Street School; and

WHEREAS, In 1991 the name was changed to its current name: Trowbridge School of Discovery and Technology; and

WHEREAS, For the past century, Trowbridge School has been an integral part of its Bay View neighborhood and continues to be dedicated to the education of children; and

WHEREAS, Due to its architectural style and its social and historic heritage the City of Milwaukee and the Bay View Historical Society have designated Trowbridge Street School as a historical landmark; and

WHEREAS, On May 20, 1994, hundreds of Trowbridge alumni, staff, parents and students will join together at the centennial observation to celebrate the past, present and future of Trowbridge Street School; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend its congratulations to the Trowbridge Street School community on the occasion of its centenary; and be it

FURTHER RESOLVED, That a suitably prepared and signed copy of this resolution be presented to Trowbridge Street School at its centennial celebration.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board proceeded to conduct its worksession on parliamentary procedures.

The Board adjourned at 8:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 25, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 6;42 PM.

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

Absent—None.

The Board observed a moment of silence for Ray Kelly, Antonio Green, Tyree Gill, Larry Love and Houa Xiong, MPS students killed during the last two months.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

AWARDS AND RECOGNITIONS

The week of May 1-7, 1994, was designated as **National Teacher Appreciation Week.** Individuals and schools throughout the district celebrated this week through a variety of activities. All in the school district and the entire community express appreciation to the Milwaukee Public Schools' teachers for their dedication and hard work on behalf of our children and youth.

Governor Tommy Thompson signed a proclamation designating May 9-13, 1994, as **School Child Nutrition Employee Appreciation Week.** The proclamation is a fitting tribute to each of our school food service staff members who work so hard every day to provide outstanding meal service to MPS students. All in the school district and community express appreciation for the continued fine service these employees provide.

Congratulations are extended to **Trowbridge Elementary School of Discovery and Technology** in honor of its 100th anniversary. The school held special programs in commemoration of its centennial on May 20th, highlighting the theme of 100 Years of "Dedication to Education."

More than **7,000 students** in the Milwaukee Public Schools participated in the *35th Biennial All-City Music Festival* held at MECCA Arena on May 11-12, 1994. The school district is proud of all of its talented and exceptional student performers and expresses appreciation to all of the teachers, principals, and other staff members who helped make the event a success. Special thanks go to Richard Mennicke, Music Education Curriculum Specialist, and Mr. Lafayette Golden, principal of Parkman Middle School, who served as general chair of the festival.

Clark Street Elementary School and Malcolm X Academy were selected by the Great Books Foundation to represent Milwaukee in a new learning network dedicated to promote higher literacy among urban school students through the *Ameritech Junior Great Books Project.* They are two of 20 schools

nation wide chosen for the project through a competitive application process that took into consideration each school's educational philosophy and ability to implement innovative curricula. Beginning next school year, Clarke Street and Malcolm X will be linked to schools in Chicago, Detroit, Cleveland, and

Indianapolis to form the nucleus of an expanding Junior Great Books network that will facilitate the exchange of ideas among students and teachers. Junior Great Books is a reading program that uses literature to advance high-level thinking and communication skills. Select teachers from **Maryland Avenue School, Fairview School, and the Council for Spanish Speaking Alternative High School** will also have the opportunity to participate in the project as associate members of the network. This summer, project teachers will attend an intensive five-day institute to prepare to implement this exciting language arts curriculum.

Robert Harris, student at Malcolm X Academy and **a team of students from Grand Avenue Middle School** were selected as *winners in the third annual Younkers Artwork and Video Tape Contest*. The students received a $200 check for their winning entry and their respective schools received $500. The students' video tapes were chosen from about 150 entries submitted to Younkers 53 stores in seven states.

The Rufus King High School Academic Decathlon Team *placed tenth nation wide and second in the Midwest in the National Academic Decathlon Competition* held April 15-17, 1994, in Newark, New Jersey. King competed against other high school teams, public and private, from nearly every state in the nation. More than 500 students competed. Team members are: **Peter Coles, Rahul Dhuru, Theodore Kreutz, Clare Mamerow, Joe Patrick, John Platt, Aman Singh, Joel Travis, and Tom Wengel. Alternates are: Megan Murtaugh and Kolitta Lesueur.** The team is coached by **Robert Kroncke**.

The Rufus King High School Science Bowl Team *placed fourth in the National Science Bowl competition* held April 22-25, 1994, in Washington, D.C. The team was awarded an all-expense paid trip this summer to Monterrey, California, to study earthquakes. The King team competed against 52 other high school teams from throughout the country. The competition consisted of questions in the areas of mathematics, computer science, earth science, biology, chemistry, and physics. Team members are: **Peter Coles, Roy Koczela, Ted Kreutz, Clare Mamerow, and Aman Singh.** The team is coached by **Dean Dolence**.

Rufus King High School *placed first in the state and fourth in the nation in the Knowledge Master Open competition*. A total of 1,526 high schools nation wide participated in the competition. The competition is sponsored by Academic Hallmarks.

Three MPS representatives were invited to Washington, D.C. to be *present when President Bill Clinton signed the national School-to-Work bill* on the White House lawn on May 4, 1994. Included were: **Schenita Henderson, student at Milwaukee Trade and Technical High School, Philip Hansen, teacher and chairperson of the Print Technology department at Milwaukee Tech, and Robert Jasna, Deputy Superintendent**.

Bryant Stempski, senior at Milwaukee Trade and Technical High School, won *first place in a design-drafting competition sponsored by the Milwaukee Chapter No. 105 of the National Association of Women in Construction*. Stempski's winning entry was his design for a handicapped-accessible home. **Dennis Elb, also a student at Milwaukee Tech**, was the *second runner-up in the competition*. Both students also won contests in the Milwaukee Technical College Skill Olympics and from the Milwaukee Metropolitan Builders Association.

Irma Sanchez, a freshman at South Division High School, and **Jennifer Strnad, a sophomore at Riverside University High School**, *were inducted in the United Community Center's Wall of Fame*. They were nominated for the recognition based on their personal achievements, community involvement, and role model behavior. Irma Sanchez is a former member of the UCC Hang Tough Club and organized the first cheerleading squad at her former school, Bruce-Guadalupe Community School. Jennifer Strnad has been a dancer in the UCC Folkloric Dance Program and has performed throughout Milwaukee and Wisconsin. She volunteers in the UCC After School Program and assists younger dancers at performances.

Amanda Aquino, senior at South Division High School, *was recently recognized at a reception held in her honor at Badger Mutual Insurance Co. where she painted a large mural on a wall in the*

company's employee lounge. Amanda has also received awards for her artwork including two Gold Palette awards in the 1994 Milwaukee Journal Student Art Calendar competition and the 1993 Hispanic Heritage Month Art Contest. Amanda has been offered full scholarships at Ringling School of Art and Design in Sarasota, Florida, and at the Milwaukee Institute of Art and Design.

Five MPS students were among 132 in the state selected as All-State Academic Scholars. They were honored at an awards ceremony on May 1, 1994, at the University of Wisconsin-Madison and received $1,500 scholarships named for Robert C. Byrd, a longtime U.S. senator from West Virginia. High school principals throughout the state nominated 640 seniors for consideration in the scholars programs. The following students were recognized:

Karin Fritz, Bay View High School
Nicholas Latona, Bay View High School
Peter Coles, Rufus King High School
Victoria Kasprzak, Vincent High School
Clare Mamerow, Rufus King High School.

Keith Czaplewski, Betsy Hubred, and Tim Melk, students at Milwaukee Trade and Technical High School, *won second place in the 1993-94 state-wide WISE Environmental Quest Scholarship Competition* held on April 22, 1994, during the annual convention of the Wisconsin Society of Science Teachers. The program is sponsored by Wisconsin Industry Saving Our Environment and was established to challenge high school students to solve an existing environmental problem or create a method to prevent a potential one from developing. Each of the students won a $500 scholarship and the school was also awarded $500. The student team was coached by **Jan Everett, science teacher at Milwaukee Tech.** About 70 state high school teams entered the contest.

Madison High School's Chess Team *tied for third in the country out of 98 teams in the National High School Chess Championship* held in Dearborn, Michigan this spring. The students who participated are: **Mike Rennicke** with 5 wins and a draw; **Cliff King**, **Steve Schallock**, and **Greg Freimark** with 5 wins each; **Eric Lechmaier** with 4 wins and a draw; **and Karl Braun, Martin Weddle, and Matt Theus** with 3 wins each. The team is coached by **Kevin Berlin**.

A team of students from **Morse Middle School** took *first place in the state science championship* held at UW-Oshkosh in April. The team scored higher than 61 other middle schools from across the state in the competition. They will be competing in the national contest to be held in May in Tucson.

Nick Becker, student at **Morse Middle School**, qualified to participate in the state level of the *National Geography Bee.* One winner from each state and territory will advance to the national competition in Washington, D.C. on May 24-25, 1994.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors the following student for his exemplary record of academic achievement and for his numerous awards and achievements.

Peter Coles
Rufus King High School for the College Bound

The principal of Rufus King indicated that Peter is a bright and gifted student. He works very hard and studies diligently for his classes and the many competitions he is involved with. Peter is also a member of the varsity tennis team and the all-conference soccer team.

Peter was recently named one of 500 finalists in the 1994 Presidential Scholars Program. He was selected from among 2,600 high school semifinalists from a pool of about 2.5 million graduating seniors. Being chosen a Presidential Scholar is the highest federal honor bestowed upon graduating high school seniors. Presidential Scholar candidates are selected on the basis of superior academic achievements, leadership qualities, personal character, and involvement in community and school activities. As a finalist, Peter is one of 5 boys and 5 girls in the state being considered. Two will be selected to represent Wisconsin in Washington, D.C., and meet President Bill Clinton.

In addition to this distinction, Peter was selected as one of Wisconsin's 132 All-State Academic Scholars. He was recognized at a special awards ceremony on May 1 at the University of Wisconsin-Madison and received a $1,500 scholarship. He was also named a 1994 Kohl Scholarship recipient for which he received a $1,000 scholarship, and was selected as a National Merit Scholarship winner.

Peter participated on several of Rufus King's academic teams which won honors this year. The list of his awards and achievements are numerous. Here are some of the highlights:

- Peter is captain of King's academic decathlon team which won first place in the 1994 Wisconsin Academic Decathlon and ranked tenth in the national competition. He broke the regional record for overall highest score and finished among the top 15 students in America at nationals.

- He is a member of the chess team which won first place in the 1994 Wisconsin State High School Chess Tournament this spring.

- He participated on the science bowl team that won first place in the regional 1994 Fermilab U.S. Department of Energy Science Bowl and fourth in the national competition held in Washington, D.C., in April.

- He won first place in physics, chemistry, and second in biology in a Milwaukee regional science competition.

Peter is a graduating senior and plans to attend Princeton in the fall.

I would ask that the Board of School Directors and the entire school community join me in recognizing Peter for his many accomplishments.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SPECIAL ORDER OF BUSINESS

By unanimous consent, the Board took up the following items of business:

RESIGNATION OF BOARD MEMBER

May 25,1994

President Bills,

It is with mixed feelings that I am submitting my resignation from the Milwaukee Board of School Directors effective May 31, 1994.

The last eight years have brought me joy and sadness, laughter and tears, satisfaction and anger, exhilarating highs and depressing lows, a sense of accomplishment and sometimes a feeling of "**why** am I here". All in all I wouldn't change the experience. I have grown beyond my wildest dreams and learned things that I never thought I wanted to even know. It seems like only yesterday that I asked for the dismissal of the lawsuit in my first meeting setting in force a chain reaction that I had no idea how to handle. From the words of Director Stacy to the surprise editorials in the newspapers, It was quite a beginning. Today, I'd certainly handle it differently.

But tonight, although I have many memories, I know it is time to move on. There arc things I wish I had done and things that must be done to save our children. I believe there is no other institution that can do this except Milwaukee Public Schools. No, we can't do it alone, but we must be the hub. I say "WE" because I will always consider myself part of this system even though I'm not on the payroll.

One of the privileges of leaving is that you can leave a legacy and ask others to carry them out. I'd like to do that:

1. To the department of Human Resources, through the "able bodied " hands of Barbara Horton, keep pushing for the updating and upgrading of your area so that it reflects the caring, nurturing, people focus that is necessary in a human driven system. Labor relations along with the Board must develop a progressive "we're in this together" attitude with all our unions particularly the MTEA.

2. To the leadership of the board and the MTEA, we are in this together. The sooner we truly come to grips with this the better. If we don't, we both lose. Truly privatization is not the true threat, stagnation is because we have been stagnate too long and our children are failing and dying while we argue over which innovative proposal gets equal time. How silly when there is room enough in this system for 157 innovative schools projects, one school at a time and 99,000 children to save by our moving into <u>something</u> different. MTEA, unless you have money and something significantly innovative, I suggest you look at how you can frame the public/private partnership to benefit your members instead of simply calling them wrong. Is there benefit to 6 weeks of training for teachers on technology? Is there benefit in being able to design a classroom with technology and curriculum that meets the teachers and students specific needs? I ask you what is wrong with investing $1 million in teachers and children?

Lets get out of the politics of this debate and ask ourselves—ill the children benefit today? I say they will but the question is not who is right and who is wrong.

3. To the Teachers, you are our most valuable resource because it is through you that our children learn. I only wish I had be able to garner dollars for you to have time and training to best teach our children of today. To help you to have the time to hug each child because they need it every day; to listen to their stories of joy and sadness and give them comfort. So many of you see our children as valuable and I applaud you. But there are a few and I do mean a few that even if they had the time wouldn't give it to our kids. They'd look for other things to do because they truly don't <u>like</u> today's child. To those teachers I say please leave before we lose more children. To those few, our contractual agreement makes it almost impossible for the decision to be made for you. Think about how you should look for something that gives you fulfillment. To the thousands and thousands of other teachers I say hang in there, you've touched a child today and their lives are better for it. Remember, We all have jobs because parents have chosen to entrust their children to us. Lets reward that trust.

4. To the parents, my legacy to you is to get involved in your children's education. From reading to them at home to coming to school board meetings. Here's a very sensitive issue: African American parents

where arc you? We need your input. In fact to need more from all parents particularly minority parents who

are now the majority in our system, approximately 60%. Right now, I want to speak to African American parents, we seldom see you represented when we are debating issues that directly affect your children. Why arc you letting other people decide the destiny of your children? We need your voice, Our children need your voice. You must speak loudly (not in tone but in numbers) and clearly. It is your right. To speak is the right of all parents where is your input.

5. To Administrators in schools and in central office, you are seen as leaders in the system. Many accept that role and do it well, some(again, only a few) don't do it as well. Your role is to provide an environment which enables teachers to teach and children to learn. Its that simple. As leaders in the system your level of belief in the possibilities will be reflected in those around you. Remember, you serve as an example throughout the system. Uphold the trust and confidence that has been put in you.

6. Support Personnel and Office Staffs, you may think that you are a forgotten group but I know that if the phones are not answered and parents are not handled properly we'd be in serious trouble. You are key to the successful operations of the schools and the offices. Your legacy is to know that you are important and treat those you interact with like their important too. In schools especially, kids are affected by your interaction or lack of it. Remember, you're in the best spot to make a difference in people's lives in the day to day operations of the business.

7. To Howard, it's been a rocky road, but I know you're okay now. Remember, not everything is a battle, some of them are only scrimmages. Save your energy for the battles so we can win the war. You truly are a Leader of people. I've learned so much from you that I won't have time to tell you tonight but you changed my attitudes about the possibilities for change in MPS. I now believe we can do this, not for the rewards but for the sake of our children. There is no greater advocate for children than Howard Fuller and I am grateful for being part of your life and part of this history.

8. Last, but not least, To my colleagues on the board. You have the most important job because you make the policy decisions. I leave you my legacy of thoughtfulness, and openness. Hear all sides of the issues, don't make it up. Operate with trust and understanding, a split board will fail. I know Nancy will make sure that the meetings are kept to a minimum but make them beneficial to the children. I know it is trite to say do it for the children, but if we don't we've failed our cause. Yes, the taxpayers are important, and the political fashions are important, but I believe that if we focus on the children and their achievement, we can defend any vote. Don't get lost in the politics of voting, it will cost you sleepless nights. Focus on what is right and vote with your heart, that is the only true measure of a successful leader. You all can make a difference in the lives of the children remember that.

Thank all of you for the help, trust, support, debates, challenges, giving, respect, everything I've experienced in the past 8 years. Its been great!!!!!!

Sincerely,

Jeanette Mitchell

Received and ordered placed on file.

RESOLUTION

By President Bills on behalf of the Board of School Directors:

WHEREAS, Jeanette Mitchell was first elected to the Board in 1986; and

WHEREAS, Director Mitchell is now completing over eight years of service as a member of the Board, including three terms as Board president in 1990-91, 1991-92 and 1992-93; and

WHEREAS, Director Mitchell served as the chair of the Personnel and Negotiations Committee for four years; the Budget Committee for one year and the Finance and Facilities Committee for one year; and

WHEREAS, Director Mitchell, in addition to her numerous committee assignments, also served as the Board's representative to the Wisconsin Association of School Boards, the Library Board, and the Ombudsperson Oversight Committee of the Compact, and represented the Board on numerous civic occasions; and

WHEREAS, Director Mitchell championed many causes, such as the peaceful integration of the Milwaukee Public Schools and the Milwaukee metropolitan area public schools; dropout prevention and help for at-risk students; school based management; district-wide technology development; and leadership training for administrators; and

WHEREAS, Director Mitchell provided strong leadership during her three years as Board President, fostering accountability and initiating the strategic planning process resulting in the Board's adoption of its mission statement and goals and the adoption of the Education for the 21st Century Plan; and

WHEREAS, Director Mitchell introduced numerous resolutions and advocated various causes which have in fact had a positive effect on education in Milwaukee and accordingly have benefited the children of Milwaukee; and

WHEREAS, Director Mitchell, after over eight years of dedicated service to the citizens and children of Milwaukee, now relinquishes her seat as she assumes new responsibilities with the Helen Bader Foundation; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Jeanette Mitchell for her years of dedicated and loyal 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 a copy of this document suitably prepared, signed and sealed, and delivered to Director Jeanette Mitchell as a tribute to her record of dedicated public service to the citizens of Milwaukee and the young people in the Milwaukee Public Schools.

The resolution was adopted by concensus.

Director Mitchell addressed the Board.

The Board returned to its regular agenda.

SUPERINTENDENT'S COMMUNICATIONS (CONT'D)

(Item 3)

May 25, 1994

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, Milwaukee Board of School Directors and Rebecca Abraham by Mr. Duane Coker, attorney, on behalf of Reandra Buchanan, a minor, and her mother, Desiree Buchanan, for injuries allegedly sustained by Reandra Buchanan at the Garden Homes Elementary School on March 24, 1993.

Claim is made in the sum of $4,029.27.

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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

On the motion of Director Small, the claim was denied, the vote being as follows:

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

Noes—None.

(Item 4)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: REPORT ON NON-RENEWAL OF PROBATIONARY PERSONNEL

Pursuant to both state statute and the Rules of the Milwaukee Board of School Directors, the appointment of any probationary employee shall be effected only upon nomination by the Superintendent. This Board has also interpreted its own rules to require that the act of non-reappointment by the Superintendent of a probationary employee, serves to terminate that probationary employee's employment in the district from his/her present position with no further action required by the Board.

In accordance with the aforementioned, I am providing the Board, for informational purposes only, the name of a probationary employee I will not nominate for reappointment:

Name	Present Position
Frank Walls	Assistant Principal

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 5)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Approval of Calendar for 1994-95 School Year

The Milwaukee Public Schools and the Milwaukee Teachers' Education Association (MTEA) have reached agreement on a calendar for the 1994-95 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,

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachment

The Superintendent requested permission to withdraw the communication.

There being no objection, the request was granted.

(Item 6)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on April 20, 1994, the Board approved the report of the Committee on Finance and Facilities relative to recommendations to comply with the Americans With Disabilities Act (ADA). One of these recommendations authorized 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 the modifications at various schools to comply with ADA.

During the course of processing our request for these funds, the Office of the Board of Commissioners of Public Lands has advised us that the Board must adopt a formal resolution relative to the loan request.

I am, therefore, recommending that the Board adopt the following resolution:

WHEREAS, By the provisions of Sections 24.66 (3) and 67.12 (12), Wis. Stats., school districts in Wisconsin are authorized to borrow money; now, therefore, be it

RESOLVED, That the School District of Milwaukee, in the County of Milwaukee, Wisconsin, incur indebtedness of Five Million Dollars ($5,000,000) from the Trust Funds of the State of Wisconsin for the purpose of completing modifications at various schools to comply with the Americans With Disabilities Act. The loan will be repaid within 10 years in installments with interest at the rate of 4.5 percent per annum, payable annually as provided by law. A tax shall be levied on all of the taxable property in the district to make payments of principal and interest as they become due.

Respectfully submitted,

HOWARD FULLER, PH.D.

Superintendent of Schools

Director Small moved adoption of the resolution authorized the borrowing for funds from the State Funds of the Board of Commissioners of Public Lands.

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

Ayes—9; Noes—0.

(Item 7)

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Local 1053 (clerical) for a two-year contract (July 1, 1992, through June 30, 1994). The Board and Local 1053 (clerical) have submitted final offers for interest/arbitration on one remaining issue — layoff language.

It is the recommendation of the Superintendent that the Board approve and adopt implementation of the tentative agreements related to salary and fringe benefits as indicated on the attached summary document.

It is also recommended that changes in salaries and benefits as reflected in the attached document be extended to all classified personnel excluded from membership in Local 1053.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Sinicki moved to ratify negotiated labor agreement with Local 1053.

Director Lucey moved that the Board retire to Executive Session to discuss the labor agreement

The motion to retire to executive session failed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mitchell, Sinicki — 4

Noes—Directors De Bruin, O'Neil, Small, Todd and President Bills — 5

Director Lucey moved that the ratification of the negotiated labor agreement be tabled until the next meeting

The motion failed, the vote being as follows:

Ayes—Director Lucey—1

Noes—Directors De Bruin, Johnson, Mitchell, O'Neil, Sinicki, Small, Todd and President Bills—8

The question being on ratification of the labor agreement, the motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

May 25, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

In 1989, the Milwaukee Board of School Directors entered into a three year agreement with the law firm of Quarles and Brady for services in the area of contract negotiations.

Subsequently, the contract was twice extended by amendments, first through June 30, 1993, and most recently, through May 31 of 1994. The extension through May 31, 1994, also expanded the agreement's scope of services, to allow Quarles and Brady to act as the Board's legal representative in interest arbitration hearings and declaratory ruling hearings.

The City Attorney's Office has prepared an extension to the Quarles and Brady contract for the 1994-1995 school year which continues the expanded scope of services.

It is recommended that the Board approve the extension to the contract for the 1994-1995 school year.

NANCY R. NOESKE, PH.D
Director

Attachment

Director Small moved approval of the extension of contract for negotiation services.

Director Mitchell moved that the Board retire to Executive Session to discuss the extension of the contract.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:50 PM.

The Board reconvened in open session at 8:07 PM.

The question being on approval of the contract extension, it was approved, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Johnson and Mitchell—2.

COMMITTEE OF THE WHOLE

Director De Bruin moved that Board resolve itself into a Committee of the Whole.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Johnson and Mitchell—2.

The Board resolved itself into a Committee of the Whole at 8:10 PM.

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

REPORT OF THE COMMITTEE OF THE WHOLE

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

(Item 1) Administrative Appointments and Promotions

The Superintendent recommended that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Charles Grisham	Director, Division of School Safety	Schedule III, Range 12A $69,000
(nr)	Mary Quilling	Director, Division of Research and Program Assessment	Schedule III, Range 12A $69,000
(nr)	James Sawyer	Employee Benefits Supervisor	Schedule III, Range 10A $60,000
(r)	Sandra Hudy	Area Supervisor - Operation Services	Schedule III, Range 7A $41,840
(r)	Marcia Dobrick	School Nurse Exceptional Education and Supportive Services Center	Schedule III, Range 3C $32,000

(r) Resident
(nr) Nonresident

Your Committee recommends that the appointments and promotions be approved.

* * * * *

(Item 2) Reappointment of Probationary Administrative Personnel

The Superintendent nominated for reappointment the following probationary principals, assistant principals, and members of the support staff, contingent upon proper Wisconsin certification:

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two 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 Three Semesters)

Rose M. Carr
Ralph A. DeVito
Delfina C. Estevez
Peggie J. Swift
Mary B. Weisto

PRINCIPALS
(Completing Four Semesters)

Gloria B. Erkins
Eugene Humphrey
Dolores Keirn-Jackson
Donald A. Krueger
Patricia J. Mattek
Nancy McLure
M. Lourdes Tovar
James H. Townes

PRINCIPALS
(Completing Four Semesters)

Patricia J. Walia
Debra L. Wallace
Catherine Washabaugh
Larry Williams

PRINCIPALS
(Completing Five Semesters)

Erma J. Cannon
M. Ann Griffiths
Alice M. Somers-Walton

PRINCIPALS
(Completing Six Semesters)

Virginia K. Cullen
Ora L. Ewing
Kathleen C. Gomez
Rosalie Greco
Renee M. Hampton
Helen Harris
Michael T. Hickey
Judith A. Isakson
Donald F. Janicki
Willie L. Jude Jr.
Charles T. Marks
Robert W. Nelson
Flora L. Odom-Flagg
Susan A. Ratka
Judith E. Rick
Johnell Sharp
James G. Sonnenberg
Alvin D. Spearman
William J. Stroud
Joyce H. Taylor
John M. Valdes

ASSISTANT PRINCIPALS
(Completing One Semester)

Anne M. Beamon
Cassandra A. Brown
Krisann Pergande
Carol R. Topinka
Carol Von Kaenel
Judith A. Westergard

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

ASSISTANT PRINCIPALS
(Completing Three Semesters)

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

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Four 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
Kathleen A. Jorgenson
Jennifer L. Jung
Debra J. Jupka
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
Philip E. Pares
Graciela M. Pequeno
Charlene Pierce
Ronald E. Price
Evelyn Resto Rodriguez

ASSISTANT PRINCIPALS
(Completing Four Semesters)

Diane J. Rombca
Karen E. Soukup
Wilma N. Spann
Ann L. Tepp
Kenneth C. Wald
Frank A. Walls
Carolyn A. White Travanti
Elisabeth Words
Mary L. Zimmermann

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Paul E. Armour
Gary L. Lasch
Vern L. Mamon
Gayle J. Schmitz-Zien

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Winnifred L. Aitch
James E. Godwin
Goldie M. Hall
Cheryl V. Kennis
Erico Ortiz
Michele A. Oxman
Jewell E. Riano
Luis A. Salazar
Paul E. Shebesta
Cathy B. Simpson
Deborah K. Wheeler

SUPPORT STAFF
(Completing One Semester)

Denise Bowens
Sandra Dickerson
Aenone Rosario

(Completing Two Semesters)

(Completing Three Semesters)

Dorothy James
Pamela R. Penn
Bethany A. Wilkinson

(Completing Four Semesters)

(Completing Five Semesters)

Karen G. Salzbrenner

(Completing Six Semesters)

James A. Gother

Your Committee recommends that the reappointments be approved.

(Item 3) Response to a Resolution by Director Mitchell on the Expulsion Process

Administration's Analysis

1. At its meeting on February 23, 1994 (Proc. p. 491), the Board adopted the following resolution by Director Mitchell relative to a review of the expulsion procedures by the administration:

WHEREAS, Beginning with the 1988-89 school year, the Board of School Directors authorized the use of an Independent Hearing Panel to hear and decide student expulsion cases in accordance with Wisconsin Statutes, Section 119.25; and

WHEREAS, The Board, in accordance with the Statutes, has authorized student expulsions to include incidents other than weapon possessions which has caused an increase in the number of student expulsions; and

WHEREAS, The Board has adopted a policy that the Independent Hearing Panel should consider providing educational services to expelled students; and

WHEREAS, There has been concern from the community regarding the expulsion process as it relates to not receiving educational services; and

WHEREAS, The Board has not reviewed the student expulsion procedures since authorizing the Independent Hearing Panel; and

WHEREAS, The consistency in offering educational services or not offering educational services to expelled students is a concern to the Board; now, therefore, be it

RESOLVED, That the administration prepare a report to the Board that summarizes the student expulsion process, containing demographic information and applicable data relative to expelled students for the 1992-93 school year (if available) and for the 1993-94 school year to date, and containing input from community representatives, in time for the May 1994 Board meeting.

2. A study of the MPS explusion process has been sent to Board members under separate cover. This study provides:

•a review the legislation that created the option for Independent Hearing Panel/officer;

•a summary of the expulsion process;

•demographic information and other applicable data relative to expelled students for the 1992-1993 school year and for the school year 1993 to date (September, 1993 to April 31, 1994); and

•information regarding the Board's role in the review process.

3. An executive summary of the study is attached. Information is provided below regarding the provision of educational services for expelled students, the length of expulsions, and community concerns about the process.

Educational Services

4. For the 1992-1993 school year, 98 students were expelled. Of the 98 expelled students, 54 (55%) received educational services from the Independent Hearing Panel. Fifty-one of the expelled students were expelled for weapon (gun) possession. Of the 51 expelled students for weapon possession, 29 received educational services from the Independent Hearing Panel.

For the 1993 school year to date (through April, 1994) 73 students were expelled. Of the 73 expelled students, 23 (32%) received educational services from the Independent Hearing Panel. Also, for the 1993-1994 school year, 37 students were expelled for weapon (gun) possession. Of the 37 expelled students for weapon possession, 13 received educational services from the Independent Hearing Panel.

Length of Expulsions

5. While the Division of Student Services makes a recommendation regarding the length of expulsions, the actual length of a student expulsion is a decision for the Independent Hearing Panel. The majority of the expulsions are for one semester, with a period of assessment at an assessment center after the expulsion period. For the 1992-1993 school year, the average length of expulsions were 88 days. For the 1993-1994 school year to date, the average days expelled was 85 days.

Community Concerns Regarding Expelled Students

6. Members from the community have, at times, voiced concerns regarding the expulsion of students as related to no educational services offered during the period of his/her expulsion. Mr. Tyrone P. Dumas

made a presentation at the January Personnel and Negotiations Committee meeting relative to this issue. Members of the administration met with Mr. Dumas and developed the following proposal:

–When students are expelled without services, the parent and student will be made aware of outside agencies that might be able to provide counseling/mentoring services.

–If the parent/student opts to use the services of an agency, upon the student's return to the Milwaukee Public Schools the student, parent and agency representative should make an appointment with the Division of Student Services. This meeting will afford the Division of Student Services the opportunity to assess the progress of the student and to determine if a period of assessment and support will be needed prior to entering a regular program.

–Students who receive services during the period of his/her expulsion would also be assessed by the Division of Student Services to determine if assessment and support center services are necessary.

Strategic Plan Compatibility Statement

School Climate - Schools will be safe, orderly and nurturing places for students to learn.

Statute, Board Policy or Rule Statement

Wisconsin State Statute 119.25
Wisconsin State Statute 120.13
Board Policy JFCJ: Dangerous Weapons in the Schools
Board Policy JG: Student Discipline
Board Policy JGD: Student Suspensions
Board Policy JGE-R: Student Expulsions
Board Policy JGEA: Independent Hearing Panel

Fiscal Impact Statement

If the Board requires that the expulsion verbatims are available for Board meetings and all expelled students receive educational services, a cost analysis will have to be determined.

Implementation and Assessment Plan

Does not apply.

Your Committee recommends that the Board expulsion procedure be amended to provide that the reports of the Independent Hearing Panel be transmitted to the Board as issued rather than on the night of the meeting. and that the Independent Hearing Panel be required in its expulsion orders to explain its specific rationale for deviating from the MPS guidelines for expulsion cases when no educational services are offered.

* * * * *

(Item 4) Request from Start Smart Milwaukee for MPS to Become a Charter Member of their ABC Partnership for Children

Administration's Analysis

1. Start Smart Milwaukee is a volunteer partnership dedicated to ensuring that all children born in Milwaukee County enter school healthy, nurtured, and ready to learn. MPS has been a sponsor of Start Smart Milwaukee for a number of years, along with the United Way of Greater Milwaukee, City of Milwaukee, Milwaukee County, and The Helen Bader Foundation.

2. Start Smart Milwaukee is launching an ABC (Area, Business, and Community) Partnership for Children and has invited the Milwaukee Public Schools to become a charter member. This new initiative was developed to provide the opportunity for various businesses, service groups, civic groups, and other organizations to show a united commitment for Milwaukee's children.

3. To become a charter member, MPS would sign a pledge form and agree to let it be known that it has joined as a charter member. Start Smart is asking charter members to review their current efforts to support children and strive to do more. A copy of the pledge form and fact sheet are attached.

Strategic Plan Compatibility Statement

4. MPS' membership in Start Smart's ABC Partnership for Children is compatible with the school district's mission and goals, with particular emphasis on the goals of student achievement and equity. The potential relationship also supports the school district's interest in enhancing community-wide advocacy for the children in our city.

Statute, Board Policy or Rule Statement

5. There is no current Board policy or rule related to this issue.

Fiscal Impact Statement

6. There would be no cost to the Milwaukee Public Schools to become a charter member of Start Smart Milwaukee's ABC Partnership for Children.

Implementation and Assessment Plan

7. If approved by the Board, the Office of the Superintendent will send in the completed pledge form. The school district will also continue to communicate to parents, employees, and the community its advocacy and support for children and youth and ask others to join in this effort.

Your Committee recommends that MPS become a charter partner with Start Smart Milwaukee in their ABC Partnership for Children.

* * * * *

(Item 5) Award of Contracts

The Superintendent recommended the following contract awards:

ASBESTOS ABATEMENT AND RELATED WORK
ASBESTOS ABATEMENT

Division 1—Barton School
Davis Abatement Systems, Inc., low bidder, base bid of $143,000

Division 3—Pulaski High School
Davis Abatement Systems, Inc., low bidder, base bid of 78,000

Division 4—Bell Middle School
Insulation Removal, Ltd., low bidder, base bid of 110,186

Division 5—Hamilton High School
Davis Abatement Systems, Inc., second low bidder, base bid of 108,000

RENOVATIONS REBID
LINCOLN MIDDLE SCHOOL OF THE ARTS

Contract 26—Plumbing
Illingworth Corporation, low bidder, base bid of $272,800 minus $32,000 for Mandatory Alternate Bid 11 for omission of work associated with under-slab plumbing at Ground Floor for a total contract of 240,800

Your Committee recommends that the contracts be awarded.

* * * * *

(Item 6) Authorization to Make Purchases

The Superintendent recommended the following purchases:

B-5149 97,500 Gallons of Gasoline
Hometown Inc., low bidder $81,656.25
net 30 days for a one year contract to provide unleaded gasoline for Facilites and Maintenance Services vehicles

The Technology Advisory Committee concurs in the recommendation to make the following sole source purchases:

SS-092 Upgrade of CCC Lab—Pierce Street School
Computer Curriculum Corporation (1994-1995 funds) $29,364

SS-093 Upgrade of Printing and CAD labs—Custer High School
Milwaukee PC (1993-94 funds) 30,865
Apple Computer (1993-94 funds) 57,100
Milwaukee PC (1994-95 funds) 48,000
Apple Computer (1994-95 funds) 40,749

SS-094 Macintosh Lab—Vincent High School
Apple Computer (1993-94 funds) 61,075

SS-095 Automation of Library—Kagel School
Entre Computer Center (1993-94 funds) 25,683
Winnebago 5,760

SS-096 Upgrade of Writing to Read—Vieau School
Entre Computer Center (1994-95 funds) 46,861

SS-097 Automation of Library—Muir Middle School
Apple Computer (1993-94 funds) 21,731
Winnebago (1993-94 funds) 5,240

SS-098 Upgrade of CAD Program—Bay View High School
Milwaukee PC (1993-94 funds) 27,606

SS-099 Upgrade of Math/Science/CAD Programs—North Division High School
Apple Computer (1993-94 funds) 25,918

SS-100 Macintosh Lab—Forest Home Avenue School
Apple Computer (1993-94 funds) 79,260

SS-101 Upgrade of CCC Lab—Forest Home Avenue School
Computer Curriculum Corporation (1993-94 funds) 20,460

SS-102 New Equipment for Phase 3 Remodeling of Lincoln Middle School
Apple Computer and various vendors to complete the equipment renovation at Lincoln Middle School. 460,000

Your Committee recommends that the Superintendent be authorized to make the above purchases.

* * * * *

(Item 7) Fund Transfers to Eliminate Projected Deficits

Administration's Analysis

1. As a part of ongoing fiscal oversight, the Department of Finance has been analyzing departmental accounts to project any significant year-end deficit situations. The analysis completed to date indicates that deficits can be expected to occur in several areas.

2. The Building Operations Division expects a deficit due to a projected overrun in the cost of utilities of $1,055,000. This amount is partially offset by expected surpluses in various other accounts in the Department of School and Community Services of $474,000. The net effect of these offsets is a deficit of $581,000 which is not coverable within the department.

3. In Parent and Student Services, a deficit of $360,634 was carried over from FY 1993. It is anticipated that cost overruns for the current fiscal year may occur. As a result, a subsequent request for contingency funds may be necessary upon conclusion of year-end procedures.

4. In School Administrative Support and Accountability, a FY 1993 deficit of $267,598 was carried over in the School Safety area. Based upon FY 1994 operating costs, this prior year deficit will remain at the conclusion of the present fiscal year.

5. The settlement of a discrimination case is expected to generate an unanticipated cost of $50,000.

6. The Division of Insurance and Risk Management is projected to incur a deficit of $20,000 for data processing expenses related to health insurance management automation.

7. Due to lower than anticipated major medical costs, a surplus of $1,500,000 has been identified in health benefits.

Strategic Plan Compatibility Statement

8. The recommendations under this proposal are consistent with the Board goal of *FISCAL RESPONSIBILITY* as efforts to aid informed decisons about allocation of resources for district programs, functions, and operations.

Fiscal Impact Statement

9. The proposed transfer of $1,500,000 would have no effect on the School Operations Fund balance for FY 1994, while bringing the adjusted budget amounts for affected departments more in line with anticipated expenditures.

Implementation and Assessment Plan

10. Transfer $1,500,000 from Employee Benefits to the Contingent fund with subsequent transfers made as shown below.

Beginning Contingent Fund Balance		$ 347,000
Funding Sources:		
Budget Transfer from Employee Benefits		1,500,000
Funding Uses:		
Budget Transfers to:		
Building Operations	581,000	
Parent and Student Services	361,000	
School Administrative Support and Accountability	268,000	
Grievance Settlement Other Expenses	50,000	
Human Resources	20,000	
		(1,280,000)
Ending Contingent Fund Balance		$ 567,000

The balance will be utilized for additional requests which may arise at the end of FY 1994.

Your Committee recommends that $1,500,000 be transferred from the Medical Insurance account in Employee Benefits to the appropriate accounts as indicated above.

* * * * *

Director Lucey moved to suspend Board Rules 1.07 (2) and 2.31 and 2.09 and adopt the recommendations of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil, Sinicki and President Bills—8

Noes—Director Todd—1

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance presented ten 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 Tuesday, April 26; Friday, April 29; Tuesday, May 3; Monday, May 9; Tuesday, May 10; Tuesday, May 17; Monday, May 23; and Tuesday, May 25, 1994.

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

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil, Sinicki, Todd and President Bills—9.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

K-8 proposal from Urban Waldorf School.

Referred to the Committee on Finance and Facilities.

RESOLUTION

By Director Todd:

WHEREAS, The educational program at Rufus King High School, designed to meet the academic needs of identified high school students, was started during the 1978-79 school year as part of the district's response to the court-ordered desegregation plan; and

WHEREAS, Until 1987, students were selected to participate in the Rufus King High School program based upon demonstrated academic achievement; and

WHEREAS, The International Baccalaureate Program, an internationally recognized program of academic rigor, is a major feature of the Rufus King High School program and continues to be a key attraction of the school; and

WHEREAS, Since 1987, many qualified students have been deprived of the opportunity to participate in the Rufus King High School program because of the school district's adopted policy permitting any applicant to be considered for enrollment; and

WHEREAS, The impact of this open enrollment policy has altered the original intent of the Rufus King High School program, namely, to address the identified needs of high-achieving students; and

WHEREAS, Over 900 students are currently on the waiting list for Rufus King High School, while some students with a 0.0 grade point average have been admitted; and

WHEREAS, The Board action to advertise at the middle school level conflicts with the 900 student backlog and does not address the intent or the spirit of the initial resolution; and

WHEREAS, State Statutes address the needs of gifted and talented exceptional students and should be incorporated into the Rufus King High School curriculum; and

WHEREAS, It is appropriate for the Board to strengthen the number 1 school in the city and the state and thus meet the needs of students who have a legitimate need for the Rufus King High School Program; now, therefore, be it

RESOLVED, That the administration develop a revised gifted and talented identification, screening and selection process for eighth grade students interested in attending Rufus King High School in time for implementation for the 1995-96 school selection process.

Referred to the Committee on Personal and Negotiations.

The Board adjourned at 9:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:12 PM.

Present—Directors Johnson, O'Neil, Sinicki, Small (6:24 PM), Todd and President Bills—6.

Absent and excused—Directors De Bruin and Lucey—2.

Vacancy on Board—1.

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

June 23, 1994

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, June.27, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing Chapter 220 matters.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e) and (g) may retire to executive session in order to 1) confer with legal counsel concerning pending litigation, to-wit: the legal status of the Board's desegregation obligations under the 1979 order in Armstrong v. O'Connell and under the 1987 Settlement Agreement, as amended, in Milwaukee Board of School Directors v. Thompson; and/or 2) formulate negotiation strategy with respect to negotiation of an extension of the 1987 Settlement Agreement. The Board may reconvene in open session for possible action on matters considered in executive session.

Nancy R. Noeske
Director, Office of Board Governance/
Board Clerk

Director Todd moved that the Board retire to executive session in order to 1) confer with legal counsel concerning pending litigation, to-wit: the legal status of the Board's desegregation obligations under the 1979 order in Armstrong v. O'Connell and under the 1987 Settlement Agreement, as amended, in Milwaukee Board of School Directors v. Thompson; and/or 2) formulate negotiation strategy with respect to negotiation of an extension of the 1987 Settlement Agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Sinicki, Small, Todd and President Bills—6.

Noes—None.

The Board retired to executive session at 7:13 PM.

The Board adjourned from executive session at 9:02 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 29, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 7:03 PM.

Present—Directors De Bruin, Johnson (7:06 PM), Lucey, O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for James Lovett and Donell Storks, MPS students who were killed earlier this month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors

Dr. Milly Hoffmann
from the
Division of Curriculum and Instruction
Department of Educational Services

Dr. Milly Hoffmann deserves commendation for her extraordinary contributions to Milwaukee Public Schools. Milly began her career as a first grade teacher at Carleton School, and throughout her years at MPS she has maintained the same strengths that made her an outstanding teacher of young children. Milly is sensitive to the needs of others, a thoughtful listener, a brilliant individual, and like all good early childhood teachers, full of endless energy.

As a teacher, Milly was committed to the needs of children. She retains this commitment using the resources of the entire system, rather than the resources available in one classroom. As a teacher Milly cared about each child as an individual, and worked to help each child become the best he or she could be. This amazing ability to work with a group, and yet treat them all as individuals is a rare talent. It is even more amazing to realize that that is exactly what Milly is still able to do, in spite of the fact that she no longer deals with 25 children, but works with thousands of children and adults each year. Even more amazing is Milly's ability to bring out the best in each person she interacts with.

When Milly brings her projects to closure, she looks at the persons involved and says, "I didn't do anything. The success was all due to your hard work." Whether she worked with a large group or one

individual, she always gave complete credit to the other people. However, often it was her structuring the project, obtaining the resources, cheering others on when they became discouraged, and providing quiet leadership, that has been behind many of the successes.

Milly is the quintessence of an educational leader. I am going to highlight a few of her accomplishments. Milly has worked with children and staff members at all levels. She has been particularly dedicated to the needs of young children, realizing that if children have a strong foundation, they are more likely to be successful as they continue on in school. She has supported the Milwaukee Kindergarten Association, and helped them bring kindergarten teaching in MPS to the latest state of the art. Materials purchased for elementary classrooms, are educationally sound, inviting, and durable, thanks to Milly's insistence on quality. She has worked closely with the exceptional education staff, and strongly supported "inclusion," long before the word became popular.

I received a letter from the Early Childhood Council recognizing Milly's high standards, guidance, leadership, integrity, and vision. Through Milly's unique expertise the Early Childhood Council has surveyed kindergarten teachers as to their needs and concerns, produced the document Multicultural Approach to an Integrated Theme, produced the document Moving Forward with K-12 Early Childhood - The First Steps, staffed a make-it-take-it room at the Parent-Educator Collaborative Institute, developed a new progress report for the board-funded five-year-old kindergarten program, and piloted a screening instrument to screen for exceptional education needs.

Milly is a person who appears to be "always available." She returns calls almost immediately, and stays with a caller until a satisfactory resolution is reached. When staff members want to be sure that a task is completed, they say, "Let's ask Milly to do it." Milly's involvement is not only on paper, but also with her presence and support.

City-wide inservices are being planned by Milly and her staff. The first of these inservices were offered to kindergarten teachers, followed by inservices for grades one and two. This year city-wide inservices will be offered to all MPS third grade teachers.

Milly has been a leader in planning and implementing the state funded kindergartens and first grades using the Weikart curriculum. This program began in 1988 with 38 all-day Kindergartens in 9 schools. There are now 151 classrooms in 26 schools. This spring Milly visited each of the 151 classrooms.

In addition to all her work in MPS, Milly has been involved in the community including United Way's Smart Start, teaching at Marquette University and the University of Wisconsin-Milwaukee, and also working with a wide variety of community agencies, as well as serving on innumerable state committees. Milly has frequently worked at the national level on projects such as evaluating Head Start proposals. She has also worked for the Department of Defense, evaluating schools throughout the world.

Wherever Milly has worked, we know that if the name Milly Hoffmann is associated with a project --- it's a winner!

I would ask that the Board of School Directors and the entire school community join me in recognizing the work of this employee and expressing appreciation for her fine service.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

June 29, 1994

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 Health Department; Board of School Directors of the City of Milwaukee; Isaac Coggs Community Health Center; and, Unknown Employees by Mr. John McNally, attorney, on behalf of Earl Goolsby, an adult who allegedly sustained personal injuries at the old Fifth Street School on December 20, 1993.

   Claim is made in the sum of $64,500.

2. Notice of Injury/Notice of Claim filed against the Milwaukee School Board d/b/a Milwaukee Public Schools by Mr. Russell Bohach, attorney, on behalf of Shannon Johnson, a minor, by her guardian, Kathy Taylor, who allegedly sustained injuries at the Vincent High School on November 29, 1993.

   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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

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

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

Noes—None.

(Item 3)

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

At the Board's direction, changes have been made to the previously submitted 1994-95 school year calendar. Attached is a copy of the calendar which incorporates the Boards' concerns. Please note the following changes:

- Final exams for high school students are now scheduled for June 7, 8, and 9, 1995.
- The last day of student attendance is June 9, 1995.

The starting date for teachers, August 29, 1994, remains the same as well as the starting date for all students which is August 30, 1994.

It is recommended the revised 1994-95 calendar be adopted for implementation.

Sincerely,

HOWARD FULLER, PH.D.
Superintendent of Schools

(attachment)

1994-95 SCHOOL YEAR

TEACHER WORK YEAR

Organization Day - Monday, August 29, no classes scheduled
First day of attendance for ALL students - Tuesday, August 30
Labor Day - Monday, September 5, schools closed
Kindergarten Parent Conferences - Thursday, October 20
Elementary, Middle & High School Parent Conferences - Friday, October 21, no classes scheduled
Convention days - Thursday & Friday, October 27 & 28, no classes scheduled
Thanksgiving recess - Thursday & Friday, November 24 & 25 - schools closed
Winter recess - Thursday, December 22 through Monday, January 2, schools closed
Non-Paid, Non-Work Day - Dr. Martin Luther King, Jr. Day, Monday, January 16, schools closed
Record/Staff Planning Day - Friday, January 20, no classes scheduled
Non-Paid, Non-Work Day - Monday, February 13, schools closed
Kindergarten Parent Conferences - Thursday, March 16
Elementary, Middle & High School Parent Conferences - Friday, March 17, no classes scheduled
Spring recess - Friday, April 14 through Friday, April 21, schools closed
Memorial Day - Monday, May 29, schools closed
Last pupil day - Friday, June 9
School Effectiveness Day, Monday, June 12, no classes scheduled
Record Day - Tuesday, June 13, no classes scheduled
Emergency Make-up Day - Wednesday, June 14

Month	Days
August	3
September	22
October	21
November	21
December	15
January	20
February	19
March	23
April	14
May	23
June	10
TOTAL	191
Teacher Days	191
	- 11
Pupil Contact Days	180

Days No Classes Scheduled	
Paid Holidays	3
(Labor Day, September 5)	
(Thanksgiving Day, November 24)	
(Memorial Day, May 29)	
Organization Day (8/29)	1
Conference days (10/21, 3/17))	2
Convention Days (10/27 & 10/28)	2
Record/Staff Planning Day (1/20)	1
Record Day (6/13)	1
Emergency Make-up (6/14)	1
TOTAL	11
Non-Paid, Non Work Day (MLK Day-1/16)	
Non-Paid, Non Work Day (2/13)	

Director De Bruin moved to approve the revised negotiated calendar for the 1994-1995 school year.

The motion prevailed, the vote being as follows:

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

Noes—Directors Sinicki and Todd—2.

(Item 4)

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

The Office of City Comptroller has requested that the Board adopt the attached Resolution drafted by the Office of the City Attorney. The Resolution authorizes interim funding of the Milwaukee Public Schools Operations Fund through the issuance of Revenue Anticipation Notes in an amount not to exceed $100,000,000 to cover regular Operations Fund expenses pending receipt of State educational aids.

It is recommended that the attached resolution be adopted.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(attachment)

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, 1994 through June 30, 1995; 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 1994-1995 amount to $312,300,000 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 48.5% of the anticipated revenues for the School Operations Fund for fiscal year 1994-1995; and

WHEREAS, The Milwaukee Public Schools is anticipating the receipt of general aid revenues from the State of Wisconsin in September 1994; December 1994; March 1995 and June 1995, and specifically in the amount of $109,200,000 in June 1995; 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 1994-1995; 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 One Hundred Million Dollars ($100,000,000) for the purpose of financing the operating budget of the Milwaukee Public Schools on an interim basis pending receipt of state general aid revenue payments during fiscal year 1994-1995; 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, 1995 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 1994-1995 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 Lucey moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 5)

June 29, 1994

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

RE: APPROVAL OF TEXTBOOKS FOR HEALTH EDUCATION

I recommend that the following textbooks for health education be approved for adoption:

Health Education Grade 9

1. Supplementary materials:

   Entering Adulthood: Curricula and Student Workbooks
   Edited by Kathleen Middleton
   ETR Associates

   Reducing the Risk: Building Skills to Prevent Pregnancy, STD and HIV

by Richard P. Barth
ETR Associates

Comprehensive School Health Education
Education for Sexuality and HIV/AIDS
by Linda Meeks and Philip Heit
Meeks Heit Publishing Company, Inc.

Comprehensive School Health Education Notebook
Developed by MPS teachers through a U. S. Department of Education
Comprehensive School Health Education Grant, 1991-1994

2. That related supplementary materials be approved for use with the adopted texts.

3. That in the cases where the adopted text material is not suitable for particular classes, the Deputy Superintendent be authorized to approve the use of text materials other than the adopted texts.

Health Education — K-8

1. Texts:

   Comprehensive School Health Education: Totally Awesome Strategies for Teaching Health
   by Linda Meeks and Philip Heit
   Meeks Heit Publishing Company, Inc., 1995, Second Edition

   Education for Sexuality and HIV/AIDS: Curriculum and Teaching Strategies
   by Linda Meeks and Philip Heit
   Meeks Heit Publishing Company, Inc., 1995, Second Edition

2. Supplementary materials:

   Comprehensive School Health Education Notebooks, K-2 and 3-5
   Developed by MPS teachers through a U. S. Department of Education
   Comprehensive School Health Education Grant, 1991-1994

3 That related supplementary materials be approved for use with the adopted texts.

4. That in the cases where the adopted text material is not suitable for particular classes, the Deputy Superintendent be authorized to approve the use of text materials other than the adopted texts.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachment

Director Small moved to approve the Superintendent's recommendations.

Director Lucey moved to separate the question with respect to *Reducing the Risk: Building Skills to Prevent Pregnancy, STD and HIV.*

The question being on approval of all texts, except *Reducing the Risk: Building Skills to Prevent Pregnancy, STD and HIV,* the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director De Bruin moved to approve *Reducing the Risk: Building Skills to Prevent Pregnancy, STD and HIV*.

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

Ayes—Director De Bruin, President Bills—2

Noes—Directors Johnson, Lucey, O'Neil, Sinicki, Small, Todd—6

(Item 6)

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: PROCEDURES TO IMPLEMENT A POLICY FOR THE SUBMISSION AND EVALUATION OF INNOVATIVE OPTIONS FOR OPERATING SCHOOLS

An informational item was submitted to the Board's Instruction and Community Relations Committee at its June 15, 1994, meeting which outlines the procedures that would be followed to implement a policy for the submission and evaluation of innovative options for operating schools. At the meeting, members of the Committee made suggestions for changes in the procedures.

The item was modified to include the suggested changes and is attached for your information. Please note that the changes are printed in bold and underlined.

Sincerely,

HOWARD FULLER, PH.D.
Superintendent of Schools

PROCEDURES TO IMPLEMENT A POLICY FOR THE SUBMISSION AND EVALUATION OF INNOVATIVE OPTIONS FOR OPERATING SCHOOLS FOR BOARD CONSIDERATION AND POSSIBLE ADOPTION

At the April, 1994, meeting of the Milwaukee Board of School Directors, the Board adopted a resolution sponsored by Director Small providing the following:

"*That the Milwaukee Board of School Directors does hereby establish the following policy regarding the submission, evaluation and possible adoption of innovative proposals:*

Policy Regarding the Submission and Evaluation of Innovative Proposals for Board Consideration and Possible Adoption

Before accepting any proposal, the administration shall prepare and publish a Request for Proposals containing the scope of the proposals it is willing to entertain, the educational outcomes specifications, the criteria it intends to use to evaluate proposals and a deadline for interested parties to respond.

The administration shall provide the same guidance to any entity: public, private, not-for-profit or one composed of MPS employees, desiring to submit an innovative proposal. If the proposals deal with providing assistance to a school in need of it, the administration shall provide guidance in integrating the proposals with existing system constraints (such as the notification of parents,

the student assignment process and the budget), or recommend how the existing system could be modified to allow for better implementation of such proposals.

Any public, private or not-for-profit entity submitting a proposal shall be required to file with the proposal a full financial disclosure statement. The administration shall specify the items to be included in the statement.

Any proposal submitted is a public document available for public inspection.

The Board of School Directors or one of its Committees shall hold a public hearing on any proposal prior to taking action."

The administration concurs with the resolution. The following process has been developed:

PROCEDURES FOR THE SUBMISSION OF INNOVATIVE OPTIONS FOR OPERATING SCHOOLS

Process	Timeline
1. Proposals for innovative options for operating schools will be solicited from within and outside the district. Proposals from within the district will be encouraged. Although proposals may be submitted at any time, a solicitation for proposals will be made early in the school year in order for them to be part of the budget process. Proposals must have broad educational implications, as outlined in the *Education for the 21st Century d*ocument, and must address all three Board goals	Information regarding the process for submitting proposals will be publicized at the beginning of the 1994-95 school year. Information will be printed in the MPS newsletter, *In Our City Schools* and in the *Principals' Bulletin* .
2. If a proposal for an innovative option for operating a school is made from an agency outside the district, a full financial disclosure will be requested early in the process. The Director of Finance will specify the items to be included in the statement, such as descriptions of any liabilities for which MPS may be held accountable, the financial reports which will be provided to MPS, the use of external auditing firms, the ownership of materials and curriculum, policies regarding year-end surpluses or deficits, etc.	
3. An *Innovative Schools Committee* will be appointed to review the proposals. This committee of 15 to 20 people will be appointed by the Superintendent and will be composed primarily of administrators, teachers, parents, supervisors. Key organizations, such as the MTEA, ASC, **Chapter 1 Parent Advisory Committee, Exceptional Education Task Force, PTA Council, Bilingual Parent Advisory Committee,** and the business community will be asked to nominate **three** persons to serve on the *Innovative Schools Committee*, and the Superintendent will select from their nominations. **This will enable the Superintendent to provide balance on the committee in terms of ethnicity, gender, and background/experience.** Once formed, the *Innovative Schools Committee* will be able to add additional **ad hoc** members as needed.	The *Innovative Schools Committee* will be appointed by September, 1994.

Process	Timeline
4. Proposal abstracts will be submitted to the *Innovative Schools Committee*. If the abstract is approved by the *Innovative Schools Committee*, the agency or group making the proposal will be asked to respond in writing to the questions contained in the RFP entitled *Innovative Options for Operating Schools: Request for Proposals*, as well as to questions raised by committee members. The RFP is being developed at this time.	The *Innovative Schools Committee* will respond to proposal abstracts within three weeks of receipt. Persons submitting abstracts will be notified in writing regarding the acceptance or rejection of their proposal abstract.
5. The RFP will contain guidelines for developing the sections of the proposal related to the program, staffing and student issues, curriculum, parental involvement, finances, accountability for educational outcomes, and facilities. The RFP will specify the criteria by which the proposal will be evaluated. Central office departments will, to the extent possible under existing workloads, provide assistance to MPS staff members who are developing proposals for innovative schools.	
6. The **full proposal in response to the** RFP will be submitted to the *Innovative Schools Committee* for their review and recommendations. The *Innovative Schools Committee* will make a recommendation to the Superintendent regarding further interest in the proposal. **Any group whose proposal is rejected by the *Innovative Schools Committee* can appeal to the Superintendent for further review of their proposal.**	The *Innovative Schools Committee* will respond to the full proposal within one month of receipt.
7. The Superintendent will review the proposals recommended by the *Innovative Schools Committee* and inform the proposal developers and the Board regarding which proposals he recommends for further consideration and development, which ones he is rejecting, and his rationale for doing so. **At this point in the process, a small planning grant may be requested from the Superintendent if the proposal developers are MPS staff members.**	The Superintendent's recommendations for further consideration and development will be made within one month of his receipt of the *Innovative Schools Committee's* recommendations.
8. When a proposal is accepted by the Superintendent for further consideration, a series of meetings will be scheduled in order to provide information and obtain reactions from the Board, administrators, teachers, unions, community groups, etc.	
9. **Proposals for innovative options for operating schools, particularly those intended to close a school and reopen it**, will be provided guidance from the administration in relation to the timeline for implementation to the student assignment process, staffing needs, and the budget processes.	The Board's decision to close a school and reopen it must be made no later than February 15.

	Process	Timeline
10.	The final proposals for innovative options for operating schools which are recommended by the Superintendent will be brought to the Board of School Directors, with the Superintendent's recommendations, prior to implementation. **After Board approval, application for non-base-building, planning and implementation monies may be made to the Superintendent.**	The Superintendent's report and recommendation to the Board will be made within one month of his recommendation for further consideration and development.

Received and ordered placed on file.

(Item 7)

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Approval of the 1994-1995 Partnership Schools Alternative Education Program Contracts

At the June 21, 1994, meeting of the Finance and Facilities Committee, the committee requested that the administration modify the recommendations relative to the 1994-1995 partnership schools alternative education program contracts. Changes were made to the recommendations based on the discussion at the committee meeting and input received from partnership schools.

One of the major concerns of committee members and partnership schools was the recommendation to stagger the allocation of seats with funding increasing in the second semester. The schools indicated educational quality would be compromised if schools were to add staff mid-year and that many operational costs needed to be covered regardless of the number of seats allocated. The recommendations were modified to eliminate the staggered seats funding.

The following key factors were considered in making decisions about partnership school contracts:

- The most successful schools receive additional seats;
- Sites operating significantly under capacity during the 1993-94 school year were reduced seats;
- The need to develop and implement new innovative programs.

In addition, funds sufficient to purchase 20 additional seats for the 1994-95 spring semester are held in reserve. These funds may be used to increase seats depending on actual enrollment needs. A portion of the carry-over money from the 1993-94 budget will be employed to support an audit/evaluation of all alternative programs during the 1994-95 school year and will serve as a basis for contract recommendations. The new audit/evaluation will take into account differences in the populations being served by partnership and MPS alternative programs.

Award of contracts will be contingent on evidence of compliance with MPS Facilities Standards as demonstrated by submission of a School Occupancy Permit prior to the start of the first day of student attendance/beginning of the 1994-95 School Year.

In the event that a contractor fails to comply with these standards, MPS will terminate the contract(s), cease contract payments, actively pursue debt collection for expended funds and reallocate the contracted seats among existing organizations according to rank order in terms of demonstrated effectiveness and ability to supply additional seats.

It is recommended that the Board of School Directors direct the Division of Alternative Programs to award a contract to the following organizations:

Grades to be Served	Partnership School Proposal Applicant	1994-95 Proposed Seats	93-94 Seats	1994-95 Total Contract Cost
9-12	American Indian Council	50	0	263,000
9-12	Assata/SDC	60	60	315,600
9-12	Aurora Weier Educ. Ctr.	65	65	341,900
6-8	Benito Martinez/SER	60	60	315,600
7-12	Career Youth Development	65	80	341,900
9-12	Cornerstone/Next Door	80	80	420,800
9-12	Council for Spanish Spkg.	70	60	368,200
9-12	Exito	60	60	315,600
4-6	HR Academy	45	60	173,700
9-12	Learning Enterprise of WI	80	80	420,800
9-12	Milwaukee Spectrum	80	80	420,800
7-12	NOVA	70	70	368,200
9-12	Seeds of Health	120	100	631,200
9-12	Shalom High School	95	80	499,700
6-8	Silver Spring Neigh. Ctr.	65	65	341,900
6-8	St. Charles	45	60	236,700
6-8	United Comm. Ctr./Middle	40	40	210,400
4-6	UCC-Bruce Guadalupe	60	60	231,600
Totals		1,210	1,160	6,217,600

The total contract cost is inclusive of the cost of providing an MPS teacher ($55,898).

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration with the Report of the Finance and Facilities Committee.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

June 29, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

There is currently a vacancy in School Board District Number 1 created by Jeanette Mitchell's resignation, which was effective on June 1, 1994.

The following order for a special election to coincide with the general fall election has been prepared, should the Board wish to act on filling the vacancy at its meeting on Wednesday, June 29, 1994. It has been reviewed by the City Attorney and conforms to current Wisconsin Statutes.

ORDER FOR SPECIAL ELECTION

The Board of School Directors of the City of Milwaukee orders that a special election be held concurrently with the general election, that is, on November 8, 1994, to fill the office of Member of the Board of School Directors of the City of Milwaukee, District No. 1. The remaining term of office expires on April 24, 1995. The vacancy occurred upon the resignation of the incumbent, Jeanette Mitchell. Nomination papers for this office may be circulated no earlier than July 1, 1994. The deadline for filing nomination papers is 5:00 p.m., August 9, 1994.

Should the Board wish to call a special election, it is recommended that the Board adopt this order for the special election and direct the Director of Board Governance to file it with the City Board of Election Commissioners by July 1, 1994

Respectfully submitted,

NANCY R. NOESKE
Director

Director De Bruin moved the adoption of an order for a special election in the fall.

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

Ayes—Directors De Bruin, Lucey and Todd—3.

Noes—Directors Johnson, O'Neil, Sinicki, Small and President Bills—5.

REPORT OF THE PERSONNEL AND NEGOTIATIONS COMMITTEE

Director Sinicki presented the following report for the Personnel and Negotiations Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) (DOC: 945038) Your Committee reports having met in executive session to consider negotiations matters.

* * * * *

(ITEM 2) (DOC**:** 945039) In accordance with action taken by the Board on August 1, 1971 (Proc., pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presented a report to the Committee recommending the following appointments, promotions, returns from leave, reinstatements and changes in status. Your Committee recommends that these appointments, promotions, returns from leave, reinstatements and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Martha Avila Allen-Field	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	04-18-94
Andrew Cruz Muir	Boiler Attendant Trainee $19,746.48/yr. (Replacement for retirement)	05-09-94
James Graese Malcolm X	Boiler Attendant Trainee $19,746.48/yr. (Replacement for retirement)	05-31-94
Audrey Lewis Siefert	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	05-09-94
Rachel Lockhart EESSC	Clerk Typist I $15,138.50/yr. (Replacement for leave)	05-02-94
Ulla Pinion Hartford	Clerk Typist I $12,551.33/yr. (Replacement for leave)	05-18-94
Brenda Pullen-O'Donnell Maple Tree	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	04-22-94
Karen Renfro Hawthorne	School Secretary I $18,240.44/yr. (Replacement for transfer)	05-05-94
Janice Rogowski Ex. Ed. & Supp. Services	Clerk Typist I $12,551.33/yr. (Replacement for voluntary demotion)	05-04-94
Thomas Stypulski Walker	Boiler Attendant Trainee $19,746.48/yr. (Replacement for resignation)	05-31-94
	PROMOTIONS	
Barbara Cernowski Milw. German Immersion	Food Service Manager I $12,684.52/yr.	03-31-94
Salvatore Gagliano North Division	Food Service Manager II $12,666.91/yr.	04-26-94
Priscila Garcia Multilingual/Multicultural	School Secretary I $14,356.89/yr.	05-30-94
William Garrison Malcolm X	Boiler Attendant Trainee $19,746.48/yr.	05-09-94

Name and Assignment	Position and Salary	Date
Thomas Graczyk Keefe	Food Service Manager III $14,662.65/yr.	04-11-94
Lynn Jazwiecki Lincoln Middle	Food Service Manager II $12,989.27/yr.	04-26-94
Kimberly Johnson Auer	Food Service Manager I $11,806.56/yr.	03-31-94
Antoinette Junemann Lloyd	School Secretary I $14,356.89/yr.	05-17-94
Annette Lieberman Ins. & Risk Management	School Secretary I $17,305.86/yr.	04-25-94
Beth Love MacDowell	Food Service Manager II $12,666.91/yr.	04-26-94
Deborah Macklin Juneau	Building Service Helper II $18,706.48/yr.	05-08-94
Carmen Munoz Edison	School Secretary I $14,356.89/yr.	04-21-94
Sheila Nelson Lloyd	Food Service Manager II $12,666.91/yr.	04-26-94
Joanne Nowak School Nutrition	Food Service Manager Trainee $7.34/hr.($9,813.58/yr.)	05-02-94
Deborah Patti School Nutrition	Food Service Manager Trainee $7.58/hr.($10,134.46/yr.)	05-02-94
Carla Pearson School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.)	05-02-94
Victor Rivera Fac. & Main. Services	School Engineer I $27,941.68/yr.	04-25-94
Angel Rosado Garfield	Food Service Manager I $11,806.56/yr.	04-21-94
James Smith Fac. & Main. Services	Machinery Maintenance Chargeman $18.56/hr.($37,120.00/yr.)	05-09-94
Jeanine Teetz Ins. & Risk Management	School Secretary I $17,305.86/yr.	05-09-94
Cynthia Voelz Juneau	School Secretary I $14,356.89/yr.	05-17-94
Nicole Winters Student Services	School Secretary I $17,305.86/yr.	06-06-94

Name and Assignment	Position and Salary	Date
Timothy Wozniak Repair	Building Service Helper II $18,706.48/yr.	05-09-94

REINSTATEMENTS

Monica Dickerson Kluge	Clerk Typist I $12,551.33/yr.	04-18-94
Tonette Nicholson Clarke	School Secretary I $16,118.00/yr.	04-25-94

ETURNS FROM LEAVE

Carolyn Renfro Granville	School Secretary I $15,538.00/yr.	04-25-94
Remedios Keeler Keefe	School Secretary I $16,118.22/yr.	05-02-94

CHANGES IN STATUS

Audry Battiste School Age Parent Center	Clerk Typist I $12,551.33/yr.	05-31-94
Debbie Costello Morse	School Secretary I $22,668.10/yr.	05-31-94
Karen Emmons Dover	Clerk Typist I $12,551.33/yr.	04-25-94
Marta Martinez Silver Spring	Clerk Typist I $12,551.33/yr.	04-11-94
Sandra Roberts Dept. of Parent/Student Serv.	Clerk Typist I $15,138.50/yr.	04-11-94
Patricia Thoma EESSC	Clerk Typist I $15,138.50/yr.	04-11-94
Kathleen Tobiasz C & I	School Secretary I $21,529.93/yr.	04-25-94
Martha Washington Fac. & Main. Services	Building Service Helper II $23,512.06/yr.	05-09-94

* * * * *

(ITEM 3) (DOC: 945040) Your Committee recommends that the following individuals be, and they hereby are, appointed to the classifications indicated, effective as of the dates indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between February 8, 1994, and February 21, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Gretchen C. Mann Elementary	B	24,259	0	02-21-94
	Effective between March 7, 1994, and March 17,1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Tim J. Buchholtz Adpt. Phy. Ed.	B	26,685	2	03-11-94
	Effective between March 18, 1994, and March 30, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(b)	Patricia E. Cvejic Art	BB	40,755	11	03-18-94
	Effective between March 31, 1994, and April 20, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Nochelle Y. Davis Upper Elem./Gr. 6	B	24,259	0	04-11-94
(r)	Laurie A. Engquist Head Start	B	25,472	1	04-11-94
(nr)(b)	Philip L. Riemer Elementary	C	34,266	5	04-11-94
(r)	Michelle A. Hagen Elementary/Gr. 5	B	24,259	0	04-12-94
(r)	Karen J. Vega Elementary	B	24,259	.5	04-18-94
	Effective between April 21, 1994, and May 3, 1994, inclusive:				
(r)	Melisa J. Ibach Elementary	B	25,472	1	05-02-94
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(nr)	Pauline E. Basurto Spanish	B	28,075	3	08-29-94
(nr)	Juan Cardona Elem./Bilingual	B	32,958	7	08-29-94
(r)	Donald F. Dey Chem./Biology/BF Science	B	24,413	0	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Candice K. Miller EC:EEN	B	24,413	0	8-29-94
(r)	Jennifer N. Mims EC:EEN	B	24,413	0	08-29-94
(nr)(b)	Karyn M. O'Connor L. D.	C	38,621	8	08-29-94
(r)	Patricia A. Pahl Upper Elementary	B	24,413	0	08-29-94
(r)	Amy B. Pellegrin French	B	24,413	0	08-29-94
(nr)	Aimee C. Schneider EC:EEN	B	24,413	0	08-29-94
(r)	Christine C. Sedlak-Swider L. D.	BB	25,634	0	08-29-94
(nr)	Mary M. Spidell EC:EEN	B	24,413	0	08-29-94
(r)	Christine A. Wagner EC:EEN	BB	25,634	0	08-29-94

School Social Workers - Schedule 02

Effective between March 31, 1994, and April 20, 1994, inclusive:

(r)(b)	James F. Lawton		42,880	4.8	04-11-94

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

* * * * *

(ITEM 4) (DOC: 945073) Your Committee recommends that the following individuals be, and they hereby are, appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Edward Kovochich	Principal Juneau High School	Schedule III, Range 15C $60,344
(r)	Nancy Menendez	Principal Lincoln Middle School of the Arts	Schedule III, Range 14D $58,039
(r)	Kenneth Wald	Principal Clement Avenue Elementary School	Schedule III, Range 13D $59,960

(r) Wilma Spann	Principal Greenfield Avenue Elementary School	Schedule III, Range 13D $63,230

(r) Resident

(ITEM 5) (DOC: 945041) Your Committee recommends the reappointment the following probationary teachers and teacher-librarians contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Anderson, Christine A.
Aponte, Ivette
Archia, Barbara A.
Baracani, Brad J.
Bennett, Donald L.
Berger, Joel M.
Berlin, Maureen O.
Bodenbach, Marie A.
Bostrom, Laura M.
Buchholz, Tim J.
Burgermeister, Thomas J.
Cecil-Pigo, Erin F.
Chadwick, Lynette M.
Cochran, Rebecca S.
Collins, Milton L.
Copper, Glen S.
Cullen, Ava Y.
Curtis, Deirdae A.
Czaplewski, Mark F.
Derkovic-Hamizadeh, Maya
Di Domizio, Ernest L.
Docktor, Andrew G.
Doss, Tami J.
Drigot, Daniel R.
Easter, Sheri L.
Elworthy, Mark A.
Engdahl, Dawn M.
Everson, Yolanda Y.
Fiandt, John D.
Foster, Carol A.
Frank, Julie A.
Fraundorf Jr., Michael W.
Frey, Lisa M.
Galvan, Adriana S.
George, Hughes B.
Gerol, Mark A.
Girtler, Celene 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.
Kanable, Kristi L.
Karll, Jean Z.
Keller, Diana H.
Kraemer, John M.
Lacy, Kathleen M.
Landre, Thomas D.
Lehn, Rebecca C.
Leonard, Kathleen A.
Lind, Tammy A.
Mac, Patricia J.
Mackowski, Catherine A.
Mann, Gretchen C.
Marshall, Patricia L.
Matthew Jr., Calvin E.
Milosz, Wendy J.
Muinde, Suzann E.
Muth, Jaimie A.
Neumann, Kim M.
Nixon, Irma Y.
Olaniyan, Ajamu
Passley, Wilbert G.
Pawlicki, Meg L.
Pesch, Elizabeth J.
Phillippo, Kelly L.
Planning, Cheryl L.
Rabideau, Todd M.
Rapp, Laurie M.
Ritchie, Diane M.
Robinson, Christine
Roventini, James R.
Ruka, Pauline A.
Sagadin Jr., Leon A.
Sanders, Fred D.
Slodki, Jacob I.
Smith, Haydee L.
Snyder, Daniel R.
Sobczyk, Karen A.
Trochlell, Kathleen A.
Tucker, Misae
Van Den Heuvel, Molly A.
Vlaj, Mark P.
Walker, Kenneth
Weatherspoon, Lori Y.
Welk, Jacqueline A.
White, Damon V.
Whiteside, Cornelius L.
Wilson Jr., James A.
Yanacheck, Rosalie M.
Yang, Maly M.
Zeman, Jane E.
Ziegelbauer, Holly A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abraham, Sharon
Amini, Katherine A.
Anco, Lisa L.
Anderson, Angela Y.
Anderson, Mora A.
Antkowski, Mary E.
Antonsen, Tanya M.
Arvan, Jill
Ashley, Dawn M.
Austin, Cecil
Babb, Marci S.
Baldwin, Cynthia
Ball, Patricia L.
Banas, Wendy A.
Barker, Michelle M.
Baron, Cheri A.
Barrett, Patricia
Bastian, Laura L.
Bath, Theresa A.
Bauldry, Thomas G.
Bearden, Larhonda
Beining, Amy
Benn, Jill T.
Benton, Valerie D.
Berdes, Barbara M.
Best, Bonnie J.
Bichler, Jacquelyn A.
Birdsall, Laura J.
Birdsall, Mark D.
Bishop, Karla D.
Blair, Lora
Blinkhorn, John T.
Bloch, Andrea S.
Borowski, Mary A.
Borsuk, Roberta L.
Brand, Mary Ann
Bressler, Faye
Brethouwer, Stacie M.
Brezinski, Faith E.
Brightsman, David F.
Brignoni, Janette
Brown, Jeffrey
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
Cashman, Mary H.
Celichowski, Sarah
Chandler, Vanessa
Chatfield, Anthony
Cheatham, Joy 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
Erikson, Laura L.
Esser, Lori A.
Esser, Mary M.
Feller, Jane
Figueroa, Miguel F.
Fishman, Abbie R.
Flescher, Carol J.
Forseth, Kerry
Fosback, Kristin L.
Fountain, Erik C.
Fox, Laura L.
Fox, Margaret M.
Franklin, Carrol
Fraser, Robin J.
Friedel, Sandra M.
Friedkin, Linda L.
Funk, Christopher J.
Garcia, Nilsa I.
Gavronski, Tracy A.
Gerbasi, Steven E.
Goham, Mary E.
Gomilla, Pamela A.
Gray, Malissa
Greene, Pamela F.
Grisar, Christy M.
Gromowski, Karen B.
Grzegorek, Wendy M.
Guild, Leo
Gullicksen, Craig A.
Gulotta, Frances A.
Guten, James R.
Gutknecht, Diane R.
Hall, Corzene
Hamdani, Zubeida A.
Harris, Doreen M.
Harris, Gloria J.
Harris, Michael C.
Hebert, Anne M.
Heier, Teresa
Helgren, Gloria J.
Highley, Heather L.
Hill, Janet M.
Holtzman, Yvette N.
Hood, Bridgette E.
Houghton, Lori D.
Howsare, Kelly G.
Huberty, Debra M.
Hull, Lesa A.
Jack, Christopher
Jackamonis, Barbara
Jelinske, Jeanne M.
Jenkins, Dana M.
Jenkins, Larrietta
Johnson, Karen A.
Johnson, Michele C.
Johnson, Valerie T.
Just, Laura

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Juzenas, Heather E.
Kahn, Debra L.
Kalinowski, Suzanne K.
Karbowski, Jeffrey J.
Karow, Debbie L.
Kavanagh, Timothy D.
Kazel, Judith K.
Kelly, Patrick R.
Khenthavong, Phetlamphanh
Kilgore, Jr., Cleophus
Killian, Kerry P.
Kirby, Suzanne M.
Kizaric, Susan
Kliebhan, Kristine G.
Kluck, Kathleen M.
Kneser, Ann L.
Knuettel, Lite E.
Koeper, Joel
Konkol, Karen M.
Kroog, Paul J.
Kulas, Laurie J.
Kullmann, Pamela A.
Lackey, Jennifer M.
Lang, Meredith A.
La Roche, Gaetano
Laursen, Mia A.
Lautenschlaeger, James D.
Le Capitaine, Kristen
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
Mansfield, Anne E.
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.
McDonald, Kevin P.
McGarry, Kathrine R.
McGaw, Linda M.
McNulty, Heidi P.
Melanson, Christina M.
Melms, Jennifer
Melo, Clotilde M.
Menden, Sandra
Mercer, Kathleen A.
Metcalf, Sharon A.
Meurer, Mary L.
Milinski, Guy
Minehart, Rebecca J.
Mirasola, Joseph A.
Mixdorf, Scott D.
Modjeska, Amy J.
Moll, Barbara L.
Morgan, James D.
Morice, Marylou
Moss, Andrew
Munguia, Emma D.
Mussa, Karen A.
Natzke, Chris G.
Negron, Cruz
Nehmer, Julie A.
Nelis, Lisa M.
Nelson, David G.
Nelson, Frederick
Neubauer, Patricia S.
Newman, Jere D.
Newman, Lynn F.
Nichols, Wade W.
Nieves, Marybell
Nunez, Rosa Ana
O'Connor, Elizabeth L.
Opichka, Kari A.
Orlowski, Lisa A.
Oswald, Erica L.
Paccagnella, Joanne M.
Palmieri, Susan
Panfil, Laura J.
Parmater, Sandra J.
Peacock, Mary
Penne, Sara A.
Pequeno, Jose C.
Perala, Christine M.
Perkins, Kathryn
Pertuz, Marcia J.
Peterson, Morris A.
Peterson, Patsy A.
Pfannerstill, Prosper J.
Pier, Terry S.
Potter, Marguerite E.
Price, Nicole M.
Pupp, Sandra L.
Quam, Teri A.
Quant, Robert
Quiles, Esmeralda
Raffaele, Andrea N.
Ranek-Stoltz, Julanne
Ratcliffe, Bertha L.
Reed, Tammy A.
Reinhardt, Jacquelyn A.
Ress, Keri S.
Richardson, Rebecca L.
Ridao, Diane L.
Riegg, Kimberly M.
Rinka, Karen
Rivera, Elizabeth
Roberts, Mary E.
Rosado, Monserrate
Rufo-Valle, Lujdza
Rupar, Michelle
Rusch, Jason M.
Ryan, Amy J.
Ryan, Beverly L.
Sackmann, Cynthia K.
Sauer, Mark E.
Sayre, Janet L.
Scheu, Julie
Schleif, Christine M.
Schmeling, Lisa L.
Schrauth, Erika J.
Schroeder, Michael D.
Schwarten, Danny L.
Schwartz, Latasha R.
Scott, Cagney D.
Seaton, Deborah M.
Secreto, Linda J.
Seegert, Christine M.
Shapiro, Mary Jo F.
Shavzin, Donna
Shea, Karla K.
Shelton, Pamela J.
Simmons, Diana

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Smyczek, Jane N.
Soko, Jane
Somphone, Noy V.
Splude, Kerwyn P.
Sprouse, Juanita B.
Stadler, Gregory N.
Steckel, Mary C.
Steinbauer, Jo Ann M.
Stewart, Christine
Stock, Karen L.
Stoner, Susan M.
Strasser, Donna L.
Stueve, Angela M.
Sultanovich, Maya
Swanson, Stephen W.
Terry, Jr., Hollins
Thao, Gwaub
Thompson, Marie
Threats, Betty A.
Tooley, Catherine A.
Trudeau, Melannie S.
Ulrich, Bonnie M.
Utri, Alfred
Walker, Gayle M.
Walker, Rodney J.
Wallace, Jill D.
Wallace, Leonard F.
Ware, Randal G.
Wargolet, Jill
Warn, Linda M.
Warner, Kathy J.
Watts, Jennifer L.
Weidenbach, David A.
Weist-Ganz, Sharon
Wellinghoff, Diana L.
Wellington, Sharonda R.
Werdesheim, Moshe
Wernette, Jane M.
Westemeier, Mary M.
Whalen, Kari A.
White, Jeffrey D.
Williams, Beth D.
Williams, Darrell L.
Williams, Donovan S.
Williams, Linda G.
Winston, Maxine
Witty, Kyle F.
Wolf, Victoria A.
Woods, Yvette M.
Yadavalli, Phaneendra
Zagorski, Philip A.
Zahorik, Linda M.
Zieske, Jr., Richard M.
Zuknik, Cynthia

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Agee, Jeri E.
Akida, Heather B.
Allison, Jerry L.
Barkdull, Cynthia J.
Basile, Theresa Marie
Biever, Helen A.
Binon, Sharon L.
Blanchard, John R.
Broaden, Shari D.
Brooks, Salomie T.
Campbell, Myrte M.
Cannon, Deborah L.
Childs, Jr., Martin
Christiansen, Dorothy D.
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.
Gensmer, Lisa R.
Gentile, Sara H.
Ginger, Lisa M.
Haberlie, Jo Ellen K.
Hinz, Charles F.
Johnson, Steven O.
Jones, Joseph
Karvelas, Gregory S.
Knight, Judith A.
Kuenstler, Kristin M.
Kulak, Kristina M.
Kyles, Frederick R.
Lawson, Fannie M.
Lawson, Susan M.
Le Mieux, Michelle D.
Lemmermann, Carol M.
Levine, Melodynee J.
Liston, Darlene D.
Lodes, Steven J.
Maas, Ellen M.
McElwee, Ellen M.
McGarry, John F.
McHale, James P.
McKeown, Mary K.
Morones, Michelle A.
Moseley, Cheryl A.
Mosiman, William P.
Mucha, Linda L.
Nelsen, Mary A.
Noldin, Sally R.
Nooyen, Paula J.
Norman, Charles W.
Paradeis, Julie A.
Porosky, Linda J.
Rivas, Danilo J.
Ropella, Mark C.
Rosenberger, Mari P.
Rozek, Marick A.
Schmidt, Ruth H.
Simons, Michelle T.
Spinti, Sandra W.
Stocking, Nicole J.
Szivulka, Allan A.
Towle, David F.
Walenta, Jean E.
Weinstein, Michael S.
Wenninger, Molly A.
Wilkinson, Moira N.
Wilson, Shauna D.
Woods Jr., Larry O.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four 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, Laura M.
Anderson, Tamara J.
Archbald, Lynne R.
Auterman, Craig S.
Ayala, Rebecca
Baez, JoAnne M.
Bajkiewicz, Amy B.
Banks, Paul K.
Bates, Elaine
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.
Borman, Debra J.
Botbyl, Christina L.
Bowen, John P.
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.
Carlton, Brenda L.
Carr, Eardis
Carrillo, Christine L.
Carroll, Thomas J.
Casas, Jim S.
Case, Marianne A.
Cavanaugh, Casey J.
Cayton, Michael A.
Cerasoli, Mara L.
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
Di Domizio, Michael J.
Diener, Thomas C.
Dixon, Cynthia E.
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.
Erdtmann, Karen M.
Esmond, Kristine M.
Estante, Yolanda S.
Evans, Debra D.
Evans, Lisa M.
Feldner, Annette M.
Ferosie, Annette I.
Fields, Scott D.
Finne, Mark A.
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.
Gau, Sara J.
Gehrig, Karen L.
George, April M.
Geschke, Kelly M.
Gleason, Matthew J.
Godager-Bode, Wendy M.
Goll, Sherri L.
Gourley, Debra D.
Granzow, Kristen L.
Haddon, Kevin H.
Hanson, William
Harlow, Renard F.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Harris, Diane M.
Harwood, Sara J.
Haske, Anne Marie
Hayes, Callie
Hennen, Marilyn R.
Hentz-Harris, Roxie T.
Herek, Terri L.
Hernandez, Louis J.
Herriges, Rhonda F.
Heule, Susan J.
Heyrman, Julie A.
Hickling, Barbara M.
Hickson, Leola L.
Hietpas, Kathryn M.
Hill, Mary J.
Hill, Nancy S.
Hill-Riley, Princess
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
Jaskie, Christine M.
Jenn, Barbara A.
Jessie-Jones, Linda C.
Johnson, Erin K.
Johnson, James G.
Johnson, Jerry L.
Johnson, Karin
Johnson Jr., Wallace D.
Jones, Cheryl L.
Jones, Janie N.
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.
Kremer, Mary E.
Kremkau, Diane N.
Krey, Steven E.
Kruse, Julie A.
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.
LeSage, Pierre E.
Leszczynski, Susan A.
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 R.
Manske, Norine A.
Marschner, Terri D.
Masson, Debra J.
Matel, Phyllis J.
Mayer, Kerry W.
McCord, Jason E.
McKinley, Elnore M.
McWilliams, StanleyW.
Mehl, Nancy A.
Merritt, Lisa M.
Mikec, Kimberly L.
Miller, Rhonda L.
Milosch, Kim M.
Misner, Barbara R.
Mitchell, Sarah J.
Mizialko, Amy N.
Moerchen, Eric R.
Molenda, Tami S.
Molling, Michelle A.
Mork, Lynn A.
Morse, Penney J.
Moseley, Tara L.
Mudlaff, Karen L.
Mueller, Michelle L.
Munch, Shawn B.
Murray, Daniel D.
Nabors, M. Yolanda
Nehmer, Timothy A.
Neill, Stephen E.
Nemeth, Joy Lyn
Neubauer, Lori A.
Nicholas, Annmarie L.
Niedzialkowski, DonnaJ.
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.
Piette, Angela L.
Pipp, Frank J.
Plachetka, Rhonda K.
Pralle, Kristy A.
Prater, Susan M.
Puestow, Beth A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Purgill, Doreen A.
Rakowiecki, Michael J.
Rasmussen, Susan N.
Redman, Katherine M.
Rehl, Kathleen A.
Reszel, Roxanne 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.
Rosado, Diane
Rothman, Laura J.
Runge, Marilyn A.
Runnoe, Vicki L.
Russo, Marc F.
Ruud, Mary H.
Sanchez, John A.
Sanchez, Victoria L.
Sauvageau Laura M.
Scallon, Michele A.
Schaewe, Bonnie J.
Schmeling, Jill M.
Schmeling, Linda A.
Schroeter, Kevin L.
Schwacke, Laura A.
Scruggs, Angelena
Semko, Catherine A.
Shadd, Marjorie A.
Sherman-Colt, Lisa E.
Shive, Marsha G.
Sims, Cherie
Slawson, Rita
Sliwinski, Lynda J.
Smith, Don E.
Smith, Shunflicia Y.
Snedic, Jennifer A.
Sorenson, Cassandra R.
Soto, Manuela
Specht, Beth L.
Stapleton, Colleen M.
Stauber, Richard A.
Stefanik, Mary C.
Stein, Carol L.
Steininger, Laura A.
Sterns, Lynn R.
Stewart, Laura E.
Strand, Lori A.
Stritesky, Timothy J.
Strong, Deborah F.
Sturman, Michelle L.
Tadin, Renee M.
Tedesco, C. Michael
Ten Haken, Kristine L.
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.
Van Laanen, Christopher W.
Vedder, Maureen B.
Vega, Alba N.
Venzant, Henry A.
Vierkant, Tamara L.
Villa Fuentes, Margaret S.
Volkert, Gerianne R.
Walker, Hope M.
Wanta, Carol C.
Warren, Christine H.
Washington, Byron L.
Washington, Rosa M.
Watson, Lisa A.
Watts, Adrienne L.
Wegerer, S. Jenell
Weiler, Gary R.
Wenzel, Peter J.
White, Rosie L.
Wied, Kristine E.
Wiemer, Pamela J.
Wiencek, Laurie J.
Wilkum, Dawn M.
Williams, Lynn E.
Winghart, Kathleen
Woolweber, Donn E.
Woytych, Mary
Wright, Jennifer S.
Wright, Michelle A.
Yamahiro, Karen M.
Yeghiaian, Kim M.
Yenter-Chavez, Amy J.
Zacher, Jillian K.
Zakowski, Karen M.
Zenobi, Peter J.
Zich, Julie C.
Zimmer, Heather M.
Zocher, Stacy L.
Zwickey, Rhonda L.
Zwolinski, Janet R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Aguado, Linda L.
Albertin, Thomas O.
Castillo, Raysa M.
Chico, Maria Del S.
Clamor, Justine B.
Clipps, Roselyn G.
Collier-Thompson, JudithF.
Conger, Jodi L.
Dassow, Renee L.
Datka, Ruthann
Dettman, Gary
Diener, Traci L.
Disi, Lila A.
Docter, Nancy M.
Draeger, Julie A.
Erby, Valerie E.
Esparza, Juvencio
Eusebio, Lisa S.
Ford, Melissa A.
Gafney, Patrick D.
Gatens, Maureen
Gaumond, Carol L.
Hadley, Melanie M.
Hartwell, Lizzie M.
Hennessey, Daniel P.
Holmes, Judith A.
Horigan, Patricia A.
Hulsizer, Natasha M.
Kaufman, Clare
Kimbrough, Sheila R.
Krekling, Douglas H.
Lambert, Trina J.
Lane, Peggy K.
Larson, Julie E.
Lohman, Charon K.
Long, Anthony T.
Marchese, Jack A.
Markovits, Ruth C.
Murphy, Kathleen L.
Nasir, Naseer A.
Nohr, Laura J.
Nord, Charlsey Ann Moon
Olson, Mary C.
Owen, Teresa A.
Peterson, Nancy A.
Power, Leea N.
Ramseur, Danielle J.
Reinhardt, Jean A.
Roddick, William J.
Rogers, Vera N.
Schnoll, Rhona S.
Smith, Douglas A.
Smrz, Ines M.
Star, Alice Jo
Swendrowski, Amy L.
Tangle, Miriam R.
Taylor, Elizabeth A.
Taylor, Jeffery A.
Taylor, Tanya D.
Thomas, Yvonne D.
Thompson, Maria T.
Volk, Martin H.
Weizenicker, Joann H.
Welk, John A.
Wilson, Penny L.
Wisniewski, Jane R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Abrahams, Nadine J.
Adam, William S.
Allen, Leona
Anthony, Veronica L.
Antoniak, Gino G.
Applewhite, Barry R.
Arauco, Teresa V.
Armstrong, Vera A.
Baade, Stephanie K.
Bacon, Lynn E.
Baer, Ann L.
Bakken, Derenda D.
Balistreri, Lisa A.
Ball, Kevin R.
Balogh-Habayeb, Mary J.
Banks, Dana M.
Barron, Sally J.
Bartow, Laurie A.
Bayer, Laura A.
Belin, Phontonia
Bennett, Janet L.
Bersch, Robert A.
Bivens, Lori J.
Blazkovec, Amy M.
Blevins, Stephanie G.
Bonesho, Nancy B.
Borda, Denise S.
Borda, Lucia L.
Borts, Lynne M.
Brahm, Todd C.
Braun, Amy M.
Bricco, Jodi L.
Briesemeister, William F.
Brimmer, Kathryn M.
Brown, Annabelle
Brown, Cheryl R.
Brown, Patricia A.
Brox, Michael L.
Budziszek, Patrick T.
Buechel, Patricia A.
Burton, Elserita R.
Caldwell, Eria M.
Calton, Jewel M.
Cameron, Lori S.
Cannestra, James P.
Carbajal, Isidro M.
Ceaglske, Susan L.
Cheslock, Heather A.
Chojnacki, Joseph M.
Cintron, Alfredo T.
Clemence, Pamela J.
Colbert, Cheryl D.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Cole, Kristi Y.
Collins, Joan A.
Cooper, Wendy L.
Craig, Connie F.
Crain, Bethanne
Crausaz, Robert J.
Cullen, Timothy C.
Dable, Lynn M.
Davis, Bonita J.
Davis, Carolyn D.
Dean, Cynthia J.
Delahanty, Kathryn
De LaRosa, Guarina A.
DeMore, John J.
Denman, Debbie P.
Denuszek, Kathleen A.
Derleth, Corinne M.
Devine, Don P.
Dorava, Lori A.
Draper, Shirley F.
Drew, Valencia L.
Drews, Dean A.
Dugan, Honore A.
Dukatz, Betsy S.
Dukes, Karlicia R.
Dussault, Elizabeth E.
Ealy, Carolyn E.
Ebije, Godwin T.
Egerer, Sandra R.
Erickson, Sandra M.
Fassbender, Michael J.
Feiner, Tammie K.
Flessert, Kathlene L.
Fortune, Cheryl L.
Franta, Susan E.
Gaddis, Julius W.
Gardner, Chris C.
Garman, Wendy A.
Garofani, Caroline H.
Garofani, Carriemarie
Gingold, Terri J.
Golden, Lisa L.
Gorecki, Laura J.
Gosh, Cindrea J.
Graf, Dean C.
Graham, Indyria R.
Graser, Elizabeth C.
Griesberg, Laura J.
Groth, Pamela K.
Grunwaldt, Cathleen C.
Grunwaldt, Diane C.
Grzesiak, Maryann
Guensburg, Jane T.
Hafemeister, Judy F.
Haith, Deon M.
Hanley, Aedan A.
Harlow, Shirley J.
Harms, Kathryn M.
Harris, Elaine J.
Hartlaub, Joseph M.
Hedegaard-Vacek, Carrie A.
Henderson, Yvette R.
Hendrychowski, Gale A.
Hernandez, Alfredo
Herschleb, Tammy L.
Hinkle, Kathleen M.
Hintz, Gregg E.
Hofstede, Mary J.
Holbrook, Julie E.
Holifield, Gladys J.
Hoyt, Robert J.
Hughes, Marcus A.
Hunter, Johnson B.
Hurst, Kimberly A.
Itzin, Kathleen A.
Janowski, Dan M.
Jaszewski, Gerard P.
Jenkins, Nickola M.
Jensen, Michelle R.
Kasik, Andrew A.
Kayser, Suzanne F.
Kelnhofer, Thomas E.
Kenwood, Paul J.
Kincaid, Carole A.
Klaus, Jennifer A.
Klein, Deborah A.
Kloko, Jeffery A.
Klovas, Kim M.
Kohler, Lisa M.
Koppa, Timothy D.
Korsi, Donna M.
Kostelnik, Kathryn M.
Kotecki-Espinosa, Amy B.
Kramlich, Marilyn
Krause, JoAnn M.
Kronschnabel, Christine M.
Krueger, Dawn M.
Krueger, Paul N.
Kugler, Dean R.
Kulas, Diane M.
Ladwig, Mary C.
LaFosse, Enrique E.
LaMarre, Judithann A.
Landherr, Theresa M.
LaPlante, Amy L.
Lawler, Monica T.
Lemmer, Peter M.
Leopold, Kristine D.
Lesko, Kim L.
Lesner, Deanna M.
Lewis, Gwendolyn F.
Lewis, Latrina M.
Linden, David M.
Lobins, Kathleen A.
Loe, Phillip T.
Lorbiecki, Sallyanne C.
Loss, Catherine A.
Loven-Durky, Lisa
Low, Lisa A.
Lucht, Allan R.
Mabry, Dawn M.
Mach, Carey A.
Maddox, Kenneth L.
Malaha, Cheryl M.
Malloy, Timothy M.
Manthe, Colleen O.
Marciniak, Carolyn
Martinez, Joan H.
Mayer, Carol A.
McArdle, Anne M.
McCarthy, Katherine M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

McDowell, Mildred L.
McElvain, Rosalyn H.
McGuff, Georgia A.
McKesson, Cynthia L.
McVicker, Marilynn
Meifert, Jacqueline L.
Midthun, Steven C.
Milani, Jeffrey R.
Miller, Lynne R.
Miller, Pamela A.
Miller, Stefanie L.
Mogielnicki, Shelley J.
Molter, Jeffrey W.
Mongin, David J.
Morvan, Paula A.
Moss, Bryant R.
Moss, Jr., Orlando
Mott-Smith, Lauren A.
Mundt, Judy L.
Murphy, Julie A.
Neumann, Tari A.
Nguyen, Christine N.
Nikutta, Kerry B.
Noland, Carletta M.
Nowakowski, Dorothy A.
Nwagbaraocha, Victor C.
O'Keeffe, Katherine M.
Olds, Emma J.
Olvera, Anne F.
Onela, Christina
Owen, Gregor A.
Pecha-Koch, Jacqueline S.
Pelton, Susan K.
Petersen, Karen L.
Piasecki, Yvonne M.
Pinzon, Maria C.
Planning, Teri M.
Prahlow, Jane C.
Prahlow, Matthew A.
Pratt, Elizabeth A.
Quartuccio, Bonnie K.
Radwill, James E.
Ramey, Betty J.
Raymond, Morry L.
Rehorst, Karen A.
Roberts, Raymond J.D.
Roegner, Michael H.
Rogers, Carol D.
Rogers, Derrick D.
Rogers, Timothy P.
Rohrer, Amy E.
Rose, Carol B.
Rosin, Mark W.
Rutberg, Charlaine
Sabbar, Jodi L.
Sabir, Muhammad
Saggio, Vickie E.
Saindon, Michael R.
Sampson, Gertheen
Sampson, Roslyn Y.
Sanchez, Julann M.
Sandner, Janet L.
Santos, Jesus
Schink, Linda Y.
Schlueter, Jodene M.
Schmus, Margaret M.
Schultz, Robert E.
Schuman, Kimberly K.
Schuster, Joy E.
Screven, Rozanne
Segalla, Lisa Jo.
Seroogy, Amy T.
Shogren, Janis L.
Siewert, Teri L.
Simmons, Donna R.
Simmons, Katrina F.
Simmons, Sandra Sue
Simon, Siebrin S.
Simuel, Nancy L.
Smith, Edwina K.
Smith, Yolanda
Soley, Roxanne M.
Spaeth-Chen, JoEllyn R.
Stang, Elizabeth K.
Starsky, Kelleen
Stephan, Sharon L.
Stinson, Angela M.
Storer, Jennifer L.
Strenger, Kristine L.
Summers, Beverly R.
Summers, Stevie B.
Swessel, Tammy S.
Szidon, Michele M.
Thomas, Debra D.
Thurow, Janiece M.
Thurston, Robin N.
Todryk, David M.
Torres-Balderas, Rosa M.
Ushi, Brenda F.
Varela, Wanda I.
Vespalec, Patricia A.
Vlies, Eugene T.
Wagner, James C.
Walker, Dennis O.
Waltersdorf, Lisa A.
Warren, Bruce D.
Wasserman, Wendy J.
Watson, Vonna M.
Weber, Vivienne K.
Wegner, Diane L.
Weimer, Susan B.
Werner, Vaughn
Whalen, Kelly C.
Wiedmeyer, John H.
Williams, Cynthia M.
Woessner, William C.
Wolfgram, Wendy A.
Wortz, Carol L.
Yarn, Douglas B.
Zagorski-Biermann, Deborah J.
Zarse, Mary G.
Zeaman, Jon B.
Zender, Debra L.
Zielke, Timothy J.
Zuniga, Maria J.

* * * * *

(ITEM 6) (DOC: 945042) Your Committee recommends that the following leaves of absence be, and they hereby are, granted effective as of the dates indicated:

Illness Leave, to June, 1994:

Marlyn Brahm	Story	February 17, 1994
Joseph Jeffrey	Day to Day	January, 1994
Richard Komas	Walker	March 21, 1994
Patricia Maiers	Sixty-eighth Street	March 24, 1994
Mikel McGrew	Pulaski	March 21, 1994

Ellen Steinmettes	Pierce	April 11, 1994

Legislative Leave, to January, 1996:

Janice Jackson	On Leave	August, 1994

Maternity Leave, to June, 1995:

Brenda Scharping	EE & SS Center	March 28, 1994

Personal Leave, to January, 1995:

Charlotte Foryan	On Leave	August, 1994

Personal Leave, to June, 1995:

Paul Jelenchick	On Leave	August, 1994
Lisa Watson	EE & SS Center	August, 1994
Diane Woppert	EE & SS Center	August, 1994

Sabbatical Leave, to June, 1995:

Diana Kahn	Mitchell	August, 1994
Kathleen Lovendahl	Steuben	August, 1994

Extension of Illness Leave, to June, 1995:

Marlyn Brahm	On Leave	August, 1994

Extension of Maternity Leave, to June, 1995:

Gretchen Farrar-Foley	On Leave	August, 1994
Jan Heinitz	On Leave	August, 1994
Patricia Kitscha	On Leave	August, 1994
M. Kathleen Sisel	On Leave	August, 1994
Heather Reeder-Bott	On Leave	August, 1994
Mary Kay Waldman	On Leave	August, 1994

Extension of Personal Leave, to June, 1995:

Patricia Colloton Walsh	On Leave	August, 1994
Cheri Riehle	On Leave	August, 1994
Lottie Smith	On Leave	August, 1994
Saadia Tongpalad	On Leave	August, 1994
Joseph Walsh	On Leave	August, 1994

CURTAILMENT OF LEAVE:

Paul Jelenchick — Was granted a Sabbatical Leave from January 1994 through January 1995. Curtailed as of June 1994.

* * * * *

(ITEM 7) (DOC: 945043) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

Name	Position	Effective Date
Thomas J. Ashcraft	Teacher	06-13-94
Mary K. Ball	Teacher	06-13-94
Bonita M. Banaszak	Principal	08-22-94
Michael A. Barna	Teacher	04-22-94
William J. Bartholomew	Teacher	06-13-94
Joseph F. Bellante, Jr.	Teacher	06-13-94
Joan R. Bennett	Teacher	08-01-94
Kaye E. Berigan	Teacher	07-17-94
Kathleen Z. Braun	Teacher	06-13-94
Georgia A. Brost	Teacher	06-13-94
Camille A. Brown	Admin.	07-05-94
Lori Brown Lester	Teacher	04-29-94
Lyle C. Brown	Teacher	06-13-94
Simmie J. Butler	Teacher	06-13-94
William H. Catlett	Teacher	06-13-94
Arlo H. Coplan	Counselor	06-13-94
Lucy G. Crowley	Teacher	06-13-94
Gerald J. De Leeuw	Teacher	06-13-94
Patricia A. Derocher	Supervisor	06-14-94
Roberta M. Dieden	Admin.	08-02-94
Suzanne M. Durr	Teacher	06-13-94
Jerry L. Edwards	Teacher	06-13-94
Marilyn J. Gale	Teacher	06-13-94
Anna Gass	Teacher	06-13-94
David A. Gawlik	Teacher	06-13-94
Mary J. Goldsmith	Teacher	06-13-94
Susan E. Grimm	Speech Path.	06-13-94
Alan D. Groleau	Teacher	06-13-94
Joan R. Gross	Teacher	06-13-94
Leigh T. Hagness	Teacher	06-13-94
Rosemarie Hanlon	Teacher	06-13-94
Dorothy M. Hayes	Teacher	07-01-94
Elaine M. Hegmann	Teacher	06-13-94
Eric S. Hillebrand	Teacher	06-13-94
Susan M. Hornak	Teacher	06-13-94
Marsha M. Huebschen	Speech Path.	06-13-94
Bennie L. Hyman	Teacher	06-13-94
Minnie J. Jackson	Soc. Worker	06-17-94
Jane S. Jaeger	Teacher	04-28-94
Grace M. Janusz	Teacher	06-13-94
Allan F. Jones	Teacher	06-13-94
Richard F. Jungck	Teacher	06-13-94
Linda Junker	Teacher	06-13-94
Elsie Justman	Teacher	06-13-94
Marilyn H. Kappes	Teacher	06-13-94

Name	Position	Effective Date
Ludwig E. Kasten	Counselor	06-13-94
Michael J. Keiley	Teacher	06-13-94
Joan F. Kidman	Teacher	06-13-94
Richard J. Klejsmit	Teacher	07-01-94
Arlene C. Knauer	Teacher	06-13-94
Willis J. Kopp	Teacher	06-13-94
Mary E. Krall	Supervisor	06-13-94
Thomas H. Krueger	Teacher	06-13-94
Richard J. Le Blanc	Teacher	06-13-94
Ruth B. Le Mere	Teacher	06-13-94
Thomas E. Marx	Counselor	06-13-94
David C. Matley	Teacher	06-13-94
Rose Mary Matusinec	Teacher	06-13-94
Audrey C. Mayer	Psychologist	06-20-94
Sally L. McCrank	Teacher	06-13-94
Deborah L. McDonald	Teacher	04-25-94
Margaret A. McManus	Teacher	06-13-94
Michelle A. Meronk	Teacher	05-06-94
Dale C. Miller	Counselor	06-13-94
Irene M. Morgan	Teacher	06-13-94
Jean Nash	Teacher	06-13-94
Carol T. Nichols	Teacher	06-13-94
Richard A. Nimmer	Counselor	06-13-94
Margaret M. O'Connell	Teacher	06-13-94
James F. O'Connor	Teacher	06-13-94
Norman E. Pacyga	Teacher	06-13-94
David R. Pritzlaff	Teacher	06-13-94
Michael W. Rasinske	Teacher	06-13-94
Wanda J. Raven	Teacher	05-27-94
Rose Marie Rodriguez	Teacher	06-13-94
Thomas L. Ruffing	Teacher	06-13-94
Bosko Sarenac	Teacher	06-13-94
Rosemary A. Schindler	Teacher	06-13-94
Marilyn L. Schmidt	Teacher	06-13-94
Peter J. Schulteis	Teacher	06-13-94
Roger O. Schutte	Teacher	06-13-94
Nancy B. Sergile	Teacher	06-13-94
Nancy J. Shirley	Teacher	06-13-94
Sherry A. Siebers	Teacher	04-28-94
Marie A. Simpson	Teacher	06-13-94
Arlene Skwierawski	Teacher	06-13-94
Erla J. Sorensen	Teacher	06-13-94
Robert A. Spicuzza	Counselor	06-13-94
Marie S. Stankowski	Teacher	06-13-94
Roland F. Starszak	Teacher	06-13-94

Ellen A. Steinmettes	Teacher	06-13-94
Theresia Tarjan	Teacher	06-13-94
Benita Taylor	Teacher	06-13-94
Joseph F. Tevz, Jr.	Teacher	06-13-94
Barbara L. Tolzmann	Teacher	06-13-94
Janetta S. Trotman	Principal	06-14-94
Gloria Vega	Teacher	06-13-94
John R. Walczak	Teacher	06-13-94
Jean E. Watt	Teacher	06-13-94
Mary L. Weber	Teacher	06-13-94
Jean G. Werner	Teacher	06-13-94
Marlene J. Wiebeck	Teacher	06-13-94
Gloria A. Wiener	Teacher	06-13-94
William F. Wilkening	Teacher	06-13-94
Antonette A. Wilson	Teacher	06-13-94
Everett R. Wood	Teacher	06-13-94
Dorothy A. Zalewski	Teacher	06-13-94
Russell H. Ziemer	Teacher	06-13-94
Marcia G. Zientek	Teacher	06-13-94

* * * * *

(ITEM 8) (DOC: 945045) The Superintendent advised your Committee that:

Administration's Analysis

1. Milwaukee Public Schools is undertaking a district-wide effort to enhance its technology for the end purpose of improving student achievement. The district has developed a multi-year technology plan, and is in the first year of that plan. By increasing the technology budget from $1.7 million in FY 1994 to approximately $4.0 million in FY 1995, the district is intensifying its technology effort. Further, the technology plan calls for substantially higher expenditures in succeeding years for school technology roll out.

2. The district has made a substantial investment in computer hardware and software without increasing the level of programming support to fully utilized the acquired technology.

3. An analysis of the workload for the Application Development Division indicates that 73% of the programming effort is directed to maintaining existing programs as well as meeting new and changing regulatory requirements (particularly in the area of exceptional education). The demands for major development projects combined with regulatory deadlines has necessitated the use of contract programmers for the past several years. At any given time, the number of contract programmers vary from one to four. One contract programmer has been dedicated exclusively to exceptional education projects. Contract programmers are paid approximately $40 an hour compared to less than $20 an hour for staff programmers.

4. The Board of School Directors have approved major technology projects for FY 1995, which require a high level of programming support to be implemented successfully. These projects include the installation of a school nutrition accounting system and a new financial management system.

5. Due to the expertise which staff programmers possess, the Application Development Division has been able to build custom made computer applications that meet the unique needs of the district. This capability to generate custom made software has resulted in high customer satisfaction among the district's systems users combined with the confidence that MPS programmers can meet their special needs. Examples of highly successful, internally developed systems include the: Three-Choice Student

Assignment System, Exceptional Education Referral Processing and Program Placement System, Half-Day Attendance System, and the On-line Stock Requisition and Purchase Order Writing Systems.

6. A. The Department of Finance requests the creation of five programmer positions in the Application Development Division to be funded by: A) a one-time budget transfer of $213,100 from the technology plan line item budget to the Application Development Division; and, B) a $53,300 recurring charge to categorical aid programs related to Exception Education.

B. To guard against budget base building in the Department of Finance, streamlining opportunities have been identified which will reduce recurring operating expenses by $213,100 for FY 1996 onward. The cost savings will result from automating: 1) time and attendance documents (payroll records); and, 2) the requisition/general ledger phase of the purchasing process. Automating these labor-intensive processes will result in the reallocation of human resources through out the district.

7. This request has received unanimous approval from the Executive Technology Review Committee which views programming support as a strategic resource crucial to the successful implementation of the district's technology plan. Also, the request is perceived as a cost effective means of meeting the district's programming needs.

8. The Director of the Exceptional Education Division has agreed to permit one programmer position to be charged to categorical aid programs related to exceptional education.

Strategic Plan Compatibility Statement

9. The recommendations under this proposal are consistent with the Board goal of FISCAL RESPONSIBILITY by redirecting current resources rather than increasing the property tax burden, implementing technology more efficiently, and streamlining administrative functions.

10. With the development of on-line financial systems and exception management reporting tools, principals and department heads will have better information with which to base their fiscal decisions, thus promoting FISCAL RESPONSIBILITY. By expanding the service level, programming resources can be more equitably distributed among district needs, thus promoting EQUITY. Also, a higher service level will result in a more efficient and effective implementation of the technology plan, thus promoting STUDENT ACHIEVEMENT.

Statute, Board Policy or Rule Statement

11. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

12. The costs for the first year of the additional staff would be funded out of the combined resources of the Technology Plan and the Division of Exceptional Education. By allocating a portion of the FY 1995 Technology Plan funding, eliminating all existing contract programmers, and reducing Department of Finance operating expenses, the district will be able to reduce its operating costs in FY 1996 and re-direct presently available resources to technology.

13. Sources and Uses of Funds (FY 1995)

a.	Charges to Categorical Aids for Exceptional Education	$ 53,300	
b.	Transfer from Technology Plan Budget	213,100	
c.	Total Transfers	$266,400	
d.	Salary Costs for Five Programmer Positions	(193,000)	
e.	Benefit Costs for Five Programmer Positions	(73,400)	
f.	Difference		$ -0-

Implementation and Assessment Plan

14. See 6B above.

Your Committee recommends that the Board authorize the creation of five programmer positions in the Application Development Division.

* * * * *

(ITEM 9) (DOC: 945046) The Superintendent advised your Committee that:

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). Communications from the Milwaukee Building and Construction Trades Council are attached, dated April 18, April 29, May 13, and May 20, 1994.

Your Committee recommends that authorization be granted 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.

* * * * *

(ITEM 10) Your Committee reports having received an informational report from the Superintendent on the following matter. The report has been made a part of the minutes of your Committee's meeting of June 14, 1994:

a. Affirmative Action Report (DOC: 945044).

Separate consideration having been requested of Item 3, relating to teacher appointments, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Director O'Neil moved to suspend Board Rule 3.12(4) and concur with the recommendation of Item 3 regarding teacher appointments.

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

Ayes—8; Noes—0.

REPORT OF THE INSTRUCTION AND COMMUNITY RELATIONS COMMITTEE

Director Small presented the following report for the Instruction and Community Relations Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(ITEM 1) (DOC: 945052) The Superintendent advised your Committee that:

Administration's Analysis

1. At the April meeting of the Board of School Directors, a discussion regarding the textbook adoption process indicated that several Board members would like to see a more structured process for parent involvement in the review of textbooks under consideration for adoption.

2. The Division of Curriculum and Instruction has developed a process to involve parents, beginning with the 1994-95 textbook adoption cycle. In late summer, a *Parent Advisory Committee for Textbook Evaluation* will be formed. The committee will reflect ethnic and gender diversity and will represent various locations of the city and the different school levels and programs. In addition community organizations such as the City-Wide PTA, La Causa, United Community Center, and Urban League will be invited to sent parent representatives.

3. The *Parent Advisory Committee for Textbook Evaluation* will meet with the curriculum specialists to talk about the subjects for which textbooks are being adopted and the requirements of the textbooks. They will be informed of Textbook Evaluation Committee meetings and invited to serve on the committees if they choose. At least two more meetings will be scheduled with the curriculum specialists to review the findings and recommendations of the *Parent Advisory Committee for Textbook Evaluation* prior to the administration's recommendation of textbooks to the Board of School Directors for adoption.

4. Copies of the textbooks under consideration for adoption will be made available at the Milwaukee Education Center for Board members, parents and community members to review.

Strategic Plan Compatibility Statement

5. This process supports Board Goal Number1, Academic Achievement, and Board Goal Number 2, Equity.

Strategic Plan Compatibility Statement

6. This process is compatible with Board Policy IIAA, Textbook Adoption

Fiscal Impact Statement

Not applicable.

Implementation and Assessment Plan

7. The plan for involving parents will begin with the 1994-95 textbook evaluation process.

Your Committee recommends that the Board amend its policy on textbook adoptions by adding the following language:

Parent Involvement in the Textbook Adoption Process

A *Parent Advisory Committee for Textbook Evaluation* will be formed in late summer. The committee will reflect ethnic and gender diversity and will represent various locations of the city and the different school levels and programs. In addition community organizations such as the City-Wide PTA, La Causa, United Community Center, and Urban League will be invited to sent parent representatives.

The *Parent Advisory Committee for Textbook Evaluation* will meet with the curriculum specialists to talk about the subjects for which textbooks are being adopted and the requirements of the textbooks. They will be informed of Textbook Evaluation Committee meetings and invited to serve on the committees if they choose. At least two more meetings will be scheduled with the curriculum specialists to review the findings and recommendations of the *Parent Advisory Committee for Textbook Evaluation* prior to the administration's recommendation of textbooks to the Board of School Directors for adoption.

Copies of the textbooks under consideration for adoption will be made available at the Milwaukee Education Center for Board members, parents and community members to review.

* * * * *

(ITEM 2) (DOC: 945053) The Superintendent advised your Committee that:

Administration's Analysis

1. Youth Apprenticeships are part of Wisconsin's School-to-Work Legislation with second year programs scheduled for 1994-1995 in Graphics Communications at Milwaukee Technical High School and Financial Services at Riverside University High School. First year Youth Apprenticeships are scheduled during 1994-1995 as follows:

- Engineering Design at Milwaukee Technical High School
- Automotive Technology at Pulaski High School
- Print Technology at Hamilton High School
- Manufacturing/Metals at Custer High School

2. Consortium planning as prescribed in the legislation has been in place over a year in the development and expansion of Milwaukee Public Schools' Wisconsin Youth Apprenticeships. Prior to May 1, 1994, that Consortium has submitted the necessary application to the Department of Industry, Labor and Human Relations (DILHR) for the four new Youth Apprenticeships to begin in 1994-95. Potential exists to submit another application prior to October 1, 1994, to begin additional Wisconsin Youth Apprenticeships for second semester 1994-1995.

3. Administrators and teachers from the four named high schools have begun student identification and program planning. Students participating in these four Youth Apprenticeships will take a sequence of studies that qualifies them for the Milwaukee Guarantee, thus ensuring a strong academic grounding that strengthens the option of college for them. Some of the course offerings in the Youth Apprenticeships will also provide advance standing/transcripted credit at MATC. In addition the Youth Apprenticeship students will be in paid on-the-job employment/education during both junior and senior years as well as during the summer between those two years. The employment component pairs each Youth Apprentice with an on-the-job mentor as well.

4. The DILHR Guidelines for Wisconsin Youth Apprenticeship programs require approval of the Board of Directors.

Strategic Plan Compatibility Statement

5. Expansion of Wisconsin Youth Apprenticeship Programs in MPS is compatible with a number of Board goals and objectives, most specifically:

Board Goal 1, Academic Achievement

- K-12 Teaching and Learning Process
- School to Work Transition
- Parent Support and Involvement
- Community Support and Involvement
- Student Involvement/Empowerment

Board Goal 2, Equity

- Increase expectations for achievement for all students

Statute, Board Policy or Rule Statement

6. Wisconsin Statute sec. 101.265 (created by 1991 Wis. Act 39) creates a Youth Apprenticeship Program in the Department of Industry, Labor and Human Relations (DILHR) and requires the agency to cooperate with the Department of Public Instruction, and the Wisconsin Board of Vocational, Technical and Adult Education to develop the program and maintain it statewide.

Fiscal Impact Statement

7. The School-to-Work Transition reform efforts are well underway in MPS with $1.95 million in the 1994-95 approved budget. Included in that budget are dollars to continue to support in part the existing two Wisconsin Youth Apprenticeships as well as to begin two new Wisconsin Youth Apprenticeships during 1994-95. In addition to that local support MPS' Carl Perkins Vocational and Technology Education Act Application for 1994-1995 included plans to support three new Wisconsin Youth Apprenticeship programs.

Implementation and Assessment Plan

8. DILHR Guidelines for all Youth Apprenticeships require eleventh grade status for students to participate. All parties involved in the Youth Apprenticeship program must sign a Training Agreement for each Youth Apprentice. Curricula for all Youth Apprenticeships are competency based and require students to meet defined proficiency levels for successful completion. Curricula for all Youth Apprenticeships are organized in a scope and sequence which can be delivered in an integrated classroom and work-based setting to assure that students will meet required proficiency levels to earn the Certificate of Occupational Proficiency with their MPS diploma. Proficiency exams are administered upon completion of related course and evaluations by workplace mentors are reviewed to determine proficiency levels.

Your Committee recommends that approval be given to begin Wisconsin Youth Apprenticeship programs in Engineering Design, Automotive Technology, Manufacturing/Metals and to expand the Print Technology in Milwaukee Public Schools for 1994-1995.

* * * * *

(ITEM 3) (DOC: 945054) Your Committee reports having considered the following resolution submitted by Director Small:

WHEREAS, From time to time, schools receive requests from parents to review the appropriateness of the course grades their children have received; and

WHEREAS, There is no established policy regarding such requests at the middle and high school levels; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors establish the following policy:

It shall be the responsibility of each middle and high school principal to establish a procedure for parents or guardians to follow in requesting a review of their child’s grades, including an appeal procedure.

Your Committee recommends that the Board adopt the following policy:

It shall be the responsibility of each middle and high school principal to establish a procedure for parents or guardians to follow in requesting a review of their child’s grades, including an appeal procedure.

* * * * *

(ITEM 4) (DOC: 945055) Your Committee reports having considered the following resolution submitted by Directors Sinicki and Todd:

Resolution

WHEREAS, MPS is responsible and committed to appropriately educating all students; and

WHEREAS, Federal law IDEA (Individuals with Disability Act) mandates a student’s right to a “free, appropriate public education” (FAPE) in the “least restrictive environment” (LRE) and to the maximum extent appropriate with children who do not have disabilities; and

WHEREAS, unless the Individualized Education Plan (IEP) of a child with Exceptional Education Needs (EEN) requires a different arrangement, the child shall be educated in the school which he or she would attend if he or she were not a child with EEN (PI 11.06(1) (c)1; and

WHEREAS, Inclusion is a part of the full continuum of services; and is based on a child's IEP; and
WHEREAS, Inclusion reduced the need for dual educational services by having all members of the public education system work collaboratively and cooperatively to address the individual needs of all students; and
WHEREAS, Inclusion provides opportunities for the creative and flexible methods of allocating exceptional and regular education resources to support all students in their educational setting; and
WHEREAS, Inclusion is commensurate and enhances the current school reform efforts of the Board of Directors (K-12 curriculum, School to Work Initiatives and Education for the 21st Century); and
WHEREAS, Inclusion provides special benefits for all students by maximizing their opportunities for social and educational development and prepares them for successful community living and employment; and
WHEREAS, Inclusive schools promote understanding, acceptance of differences, and support for all students; now, therefore, be it
RESOLVED, That the a Board of Directors adopt the attached Inclusion Policy; and be it
FURTHER RESOLVED, That the Board of Directors acknowledge that successful inclusion programs require adequate resources, supportive staff, appropriate class sizes, ongoing staff training and development, and a curriculum that is flexible enough to meet the individual needs of all students; and be it
FURTHER RESOLVED, That the Board of Directors will work towards ensuring the resources necessary to develop and implement the policy.

* Inclusion as defined by Milwaukee Public Schools is "One at a Time Together, Volume III, April 1993" is a follows:

"The student is based in a regular education classroom and may leave the class to receive appropriate curriculum in other environments (e.g., community based instruction) or receives modifications in curriculum in the regular education classroom commensurate with his/her cognitive level. Full inclusion refers to a special education student being based entirely for his/her programs in the regular education classroom with supplementary aids and services provided in the classroom."

Your Committee recommends that during the 1994-1995 school year, the administration engage in a process to develop a recommendation for an inclusion policy. That process shall involve the participation of administrators, teachers, parents of EEN students and parents of non-EEN students, and other interested persons. The administration shall report at the October 1994, Committee meeting on its progress or with its recommendation.

* * * * *

(ITEM 5) Your Committee reports having received informational reports from the Superintendent on the following matters. The reports have been made a part of the minutes of your Committee's meeting of June 15, 1994:

a. Report on Procedures to Implement the Board's Policy for the Submission and Evaluation of Innovative Options.
b. Report on the Administration's Response to the Alternative Schools Task Force Report .
c. Report on a Resolution by President Bills to Develop an Educational Plan for South Division High School.
d. Annual Report on the Chapter 1 Program.

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

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

Noes—None.

Director Small moved to adopt Item 3, regarding a policy on grade change requests.

Director Small moved to amend the recommendation to delete the words "including an appeals procedure."

Director Lucey moved to refer Item 3 back to Committee.

Director Small moved a substitute motion, to refer Item 3 back to the administration, with a report to the Committee in August.

After discussion, Director Lucey withdrew his motion.

The question being on the motion to refer Item 3 back to the administration, with a report to the Committee in August, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

REPORT OF THE LEGISLATION, RULES AND POLICIES COMMITTEE

President Bills presented the following report for the Legislation, Rules and Policies Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Legislation, Rules and Policies** presents the following report:

(ITEM 1) (DOC: 945056) The Superintendent advised your Committee that:

Administration's Analysis

1. The basis for requiring Board approval for transfers of funds varies in the existing policy. Some approvals are required because of the source of the funding. Some approvals are based upon changes in authorized positions. Still others are based upon the dollar volume of proposed or previously approved transfers. ***As a result, transfer requests are often transmitted to the Board regardless of their significance as policy issues, and the Board finds itself taking valuable time to deal with insignificant transfer requests which could be delegated to the administration.***

The decentralization of fiscal accountability which is already underway requires greater flexibility by the central administration to respond to individual situations. A change in the fund transfer policy is needed to empower the administration so that it can be responsive to schools and departments and effective in its fiscal oversight.

2. It is proposed to revise the present standards for Board approval of fund transfers in order to improve fiscal administration and to decrease the frequency with which non-policy matters need to occupy the Board's attention. Board approval of fund transfers would be required only where the transfer:

a) is initiated by a Board member;
b) exceeds $100,000 annually on a cumulative basis;
c) is required to effectuate a change in policy;
d) creates a new area of activity for the district;
e) funds an increase in authorized staffing levels;

f) moves monies between statutory funds; or
g) involves the district's Contingent Fund.

All other transfers would be authorized by the superintendent or his/her designee. Certain transfers previously requiring Board approval would still be reported to the Board as informational items in the meeting cycle following their execution.

Strategic Plan Compatibility Statement

3. The recommendations under this proposal are consistent with the Board goal of *FISCAL RESPONSIBILITY* as efforts to aid informed decisions about allocation of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

4. The present fund transfer policy requires Board approval for several types of transfers:

a) Transfers between departments, programs, or schools;
b) Transfers between statutory funds;
c) Transfers from the Contingent Fund;
d) Transfers which fund changes in staffing levels; and
e) Transfers within a department or program budget where such movement exceeds $5,000 annually on a cumulative basis.

In addition, Board rule 2.15 provides:

2.15 **Appropriations**. All communications, petitions, resolutions, recommendations and motions pertaining to matters which may necessitate the expenditure of money in the school operations, food services, categorical aids, extension or construction fund shall be considered by the committee if no appropriation has been made for such purpose in the respective budgets….

Fiscal Impact Statement

5. This item has no fiscal impact.

Implementation and Assessment Plan

6. This change in practice would take effect immediately upon Board approval in June 1994 in order to allow transfers of a technical nature to occur prior to the closing of Fiscal Year 1994. All administrative transfers will be reviewed by the appropriate principal or department head and approved by the superintendent or his designee.

Your Committee recommends that Board rule 2.15 be amended as follows:

2.15 **Appropriations**. ~~All communications, petitions, resolutions, recommendations and motions pertaining to matters which may necessitate the expenditure of money in the school operations, food services, categorical aids, extension or construction fund shall be considered by the committee if no appropriation has been made for such purpose in the respective budgets….~~

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.

* * * * *

(ITEM 2) (DOC: 945057) The Director of Board Governance advised your Committee that:

Analysis by the Office of Board Governance

1. The last time the Board Rules were printed was in 1991. Since that time, numerous changes have been made. In addition, the Rules, as presently constituted, go far beyond what Robert's Rules of Order term "bylaws" and include policy statements, contract provisions, and in some cases, administrative procedures. Robert's Rules of Order suggests the following components for the bylaws of an organization:

a. Name of the organization.
b. Purpose of the organization.
c. Members.
d. Officers.
e. Meetings.
f. Executive Board (if necessary)
g. Committees.
h. Parliamentary authority.
i. Method of amending the bylaws.

2. In addition to the Board Rules, the district maintains a voluminous policy manual, which was codified in 1985 by the National Association of School Boards. Just as the Board Rules contain more than bylaws, the policy manual contains more than policy. It incorporates portions of the Board's Rules and in some cases administrative procedures are embedded in the policies.

3. A definition of rules, policies and procedures is necessary to promote an understanding common to the Board and the administration. In a study prepared for the Board in late 1992, Deloitte & Touche proposed the following definitions:

Rules determine the method in which the Board organizes itself and conducts business;
Policies provide the framework for the delivery of education to children. Policies represent the plan of action adopted by the Board through the mission statement, long term strategic plan and annual goals and objectives used to implement the strategic plan; and
Procedures establish direction for policy implementation and are developed by the administration.

4. Many of the rules and policies contained in both publications are no longer appropriate to the operations of the district and are in need of major revision. The Office of Board Governance is proposing to undertake a major revision to both publications, with purpose of achieving the following goals:

a. Revising the structure of the Board's Rules so that they contain only bylaws; that is, the organization of the Board and the rules by which it operates.
b. Revising the content of the rules, so that they reflect the current operations of the Board.
c. Revising the policy manual by:
   • incorporating relevant sections deleted from the rules;
   • reviewing each policy to ensure that it is correct and appropriate; and
   • developing a better indexing system so that policies can be located more readily, including a more streamlined computerized data base accessible to schools.
d. Coordinating the development of an administrative procedures manual for those policies requiring written procedures.

Strategic Plan Compatibility Statement

5. Goal 3—Fiscal responsibility commits the district to implement technology to more efficiently and effectively streamline administrative functions. In addition, in order for the district to operate effectively, it is necessary for its employees and clients to have easy access to the rules and policies governing its operations.

Statute, Board Policy or Rule Statement

6. Section 119.18 of the Wisconsin Statutes provide:

(1) Rules. The Board may adopt and modify or repeal rules for its own government and for the organization, discipline and management of the public schools which shall promote the good order and public usefulness of the public schools.

Fiscal Impact Statement

7. The work envisioned can be done as part of the Office of Board Governance's regular operating budget. No additional appropriation will be required. There will be a considerable investment of staff time required, however, since each department will be required to undertake an extensive review of those

policies pertaining to its operation and to suggest modifications or revisions as well as developing procedures required for selected policies.

Implementation and Assessment Plan

8. The following work plan is being suggested for the revision of the Board rules and the policy manual:

Committee		Presentation Date	Approval Date
Board Rules	LRP	June, 1994	September, 1994

Policy Manual: Foundations and Basic Commitments Board Governance and Operations General School Administration	 LRP LRP LRP	September, 1994	October, 1994
Fiscal Management Support Services Facilities Development	FF FF FF	August, 1994	November, 1994
Personnel Negotiations StudentsInstruction	PN PN PN	August, 1994	November, 1994
Instruction School Community Relations Education Agency Relations	ICR ICR ICR	August, 1994	November, 1994

Your Committee recommends:

1. That the Board rules be updated and streamlined to reflect the method in which in the Board organizes itself and conducts business.

2. That the Board policy manual be revised to incorporate the current organizational structure and management of the district.

3. That a procedures manual for policy implementation be developed for those policies requiring written procedures.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1, relating to Rule changes needed to modify Board policies regarding the transfer of funds, Director Small moved to suspend Board Rule 1.08 and adopt the report.

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

Ayes—8; Noes—0.

REPORT OF THE FINANCE AND FACILITIES COMMITTEE

Director O'Neil submitted the following report for the Finance and Facilities Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Finance and Facilities** presents the following report:

(ITEM 1) (DOC945058) Your Committee 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:

On-Line Repair Requisition System
J.N.T. Systems, total contract of $28,300

Purchase Order System
Cognos Corporation, total contract of 123,500

Frequency Drive/Motor Replacements—Pulaski High School
Babcock Mechanical Companies, Inc., low bidder, base bid of $86,645 plus $3,800 for Mandatory Alternate Bid 1 to replace the conductors from the bus of the motor control mounting panel to the new variable frequency drive unit for a total contract of 90,445

Graphic Arts Renovations—Hamilton High School
Contract 1—General Construction
Reichl, Inc., low bidder, base bid of..... 145,990

Contract 4—Electrical
Magaw Electric, Inc., low bidder, base bid of..... 59,750

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(ITEM 2) (DOC: 945059) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

RFP-0193 Purchase of Automatic Call Distribution (ACD) Monitoring Softward/Hardware, PBX and Voice Mail Upgrade
Ameritech, low bidder, net 30 days..... $101,829

SS-103 Networked classroom labs; 1994-1995 funds; (O.W. Holmes)
Apple Computer for 84 Macintosh LC575 student stations and printers to be networked in 14 second through fifth grade classrooms. Funding sources will be $150,000 from 1994-95 Chapter I funds and $87,500 from 1994-95 school funds..... 237,500

SS-104 Expansion of Discourse Learning System; 1994-1995 funds; (27th St)
Discourse Technologies for 84 ea LP-4 student stations to be installed in three fifth grade classrooms of 28 units each. This purchase will expand upon the existing Discourse System which was approved by the Board in July 1993. Funding is from 1994-95 Chapter I funds..... 69,943

SS-105 Macintosh Lab; 1994-1995 funds; (Allen-Field)
$31,000 to Apple Computer for 15 Macintosh student stations, file server, printers, and cabling, to establish a networked lab. $12,000 to Computer Curriculum Corp for CAI learning software. The project will be funded via a combination of Chapter I and school funds. 43,000

SS-106 Writing to Read Lab; 1994-1995 funds; (Allen-Field)
Eduquest (IBM) for 12 student stations, file server, printers, network cabling, and teacher resource materials to establish a Writing to Read lab. 42,317

SS-107 Various lab upgrades; 1994-1995 funds; (South Division)
$130,000 to Entre Computer Center for 48 ea IBM compatible student stations to serve networked labs in three classrooms. $10,000 to Entre Computer to move and upgrade 10 IBM student stations into a networked system for the Bilingual Department. $25,000 to add a CD-ROM tower to the current library system, including cabling and upgrades to 6 existing workstations. $55,400 over a two year period to upgrade the Computer Assisted Design (CAD) system to 24 stations and increasing the software capabilities. Funding for these projects to be from 1994-95 Chapter I funds. 220,400

SS-108 Laptop computers; 1994-1995 funds; (Exceptional Education)
Apple Computer for 60 ea Macintosh Powerbook laptop computers and printers to be used by School Psychologists and Social Workers. This is Phase II of a technological support system for Exceptional Education. Phase I was approved by the Board in September 1993. 100,000

SS-109 Laptop computers; Ameritech grant; (Washington High)
$54,309 to Apple Computer for 26 ea Macintosh Powerbook laptop computers with Clarisworks software. $12,015 to Entre Computer for 5 ea IBM Think Pad 350 laptop computers with Windows software. These computers will be made available for students to check out and use at home to complete homework assignments, projects, and papers. This program is funded 100% through the Ameritech Superschools grant. 66,324

SS-110 CCC Computer Lab; 1994-1995 Chapter I funds; (Story School)
Computer Curriculum Corporation for a 30 station CAI lab including software, hardware, networking, support, and training..... 158,227

SS-111 Writing to Write Lab; 1994-1995 Chapter I funds; (Story School)
$47,966 to Eduquest (IBM) for a Writing to Write lab consisting of 24 student stations (4 classrooms of 6 ea), a file server, printers, software, training, and support. $13,448 to Eduquest (IBM) for 4 additional student stations and a software expansion of the existing Writing to Read computer lab. 61,414

SS-112 Writing to Read Lab; 1994-1995 Chapter I funds; (Kilbourn School)
Eduquest (IBM) for a Writing to Read lab consisting of 13 student stations, a file server, printers, software, training, and support. 90,290

* * * * *

(ITEM 3) (DOC: 945060) The Superintendent advised your Committee that:

Administration's Analysis

1. The Division of Alternative Programs in April, 1994 issued a Request for Proposals for Alternative Programs to serve Children At Risk under Wisconsin Statute 118.153. The Milwaukee Public Schools received seven new and 22 continuation proposals from applicants requesting a total of $8,460,381 in funds. Requests exceeded available funds for contracting with agency programs by $2,643,992.

2. The proposals were reviewed according to the Request for Proposals published review criteria for new and continuing applications.

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 evaluation of the proposal focused on the ability of the program to achieve the performance standards and goals adopted by the Milwaukee Public Schools for Partnership school programs and compliance with the previous contract.

5. Final decisions were based on the performance reviewers in light of system needs including grade level and types of seats needed.

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 118.2153, the Children At Risk Law 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. In the interest of fiscal accountability, many schools will receive staggered funding with funding increasing in the second semester to reflect anticipated enrollment growth. In the past, all seats were usually funded for a full year.

Superintendent's Original recommendations

The Superintendent recommended that the Board of School Directors direct the Division of Alternative Programs to award a contract to the following organizations:

Grades to be Served	Partnership School Proposal Applicant	1994-95 Proposed Seats Sem. 1	Sem. 2 to be added	Total (Sem 2)	93-94 Seats	1994-95 Total Contract Cost
9-12	American Indian Council	30	30	60	(new)	$236,700
9-12	Assata/SDC	25	30	55	60	210,400
8-12	Aurora Weier Educ. Ctr.	60	5	65	65	328,750
6-8	Benito Martinez/SER	60	0	60	60	315,600
6-12	Career Youth Development	30	30	60	80	236,700
10-12	Cornerstone/Next Door	80	0	80	80	420,800
	Council for Spanish Spkg.	65	0	65	60	341,900
9-12	Exito	30	30	60	60	236,700
10-12	Fritsche Middle School	30	0	30	(new)	157,800
	HR Academy	30	30	60	60	173,700
6-8	Lad Lake	30	30	60	(new)	236,700
4-6	Learning Enterprise of WI	85	0	85	80	447,100
6-12	Milwaukee Spectrum	55	20	75	80	341,900
10-12	NOVA	45	20	65	70	289,300
	Seeds of Health	115	0	115	100	604,900
10-12	Shalom High School	80	0	80	80	420,800
	Silver Spring Neigh. Ctr.	70	0	70	65	368,200
6-12	St. Charles	30	30	60	60	236,700
9-12	United Comm. Ctr./Middle	40	0	40	40	210,400
6-12	UCC-Bruce Guadalupe	30	30	60	60	173,700
6-9 6-12 6-8 5-8	Total	1,020	285	1,305	1,160	$5,988,750

Those schools showing "Semester 2 to be added" seats will receive staggered funding to reflect anticipated enrollment growth in the second semester.

Award of contracts would be contingent on evidence of compliance with MPS Facilities Standards as demonstrated by submission of a School Occupancy Permit prior to the start of the first day of student attendance/beginning of the 1994-1995 School Year.

In the event that a contractor fails to comply with these standards, MPS will terminate the contract(s), cease contract payments, actively pursue debt collection for expended funds and reallocate the contracted seats among existing organizations according to rank order in terms of demonstrated effectiveness and ability to supply additional seats.

Committee Action

Your Committee reports having referred this item back to the Superintendent for moidifications to be brought to the full Board on June 29, 1994, based on discussion from the Committee members and the public at your Committee's meeting of June 21, 1994. The administration is to take into consideration staggering and the ranking issues.

Your Committee further recommends that the Superintendent be directed to bring a report to the Committee in November on the impact of Director Bills' concerns as expressed in her motion made at the meeting and to present a plan to expand effective programs for the 1995-1996 school year at the same time.

* * * * *

(ITEM 4) (DOC: 945063) The Superintendent advised your Committee that:

Administration's Analysis

The following schools have requested additional budgetary changes within their local school budgets for the 1993-1994 school year.

School	Budgetary Change	Cost
1. Lapham Park	Substitute Teacher	$30,000
2. Lavarnway	General service, consultant services and field trips	9,345

1. A substitute teacher has been filling the position of English teacher at Lapham Park since the beginning of this year. The position is funded as a regular position, but payments for the substitute teacher have been made out of the substitute budget. There are insufficient funds in the substitute teacher budget to cover this position. Lapham Park is requesting a transfer of $30,000 from the regular teacher salary budget to the substitute teacher budget to cover this expense.

2. Since the beginning of the school year, a vacancy has existed in the Lavarnway school secretarial staff (half-time). Arrangements were made to provide clerical support through an outside agency. Payments to date have exceeded $5,400 and have been charged to the general services account of the school.

As part of the review of accounts of the school, other accounts were identified that should be adjusted to reflect their actual usage. The following fund transfers are therefore being requests:

$8,345 from salaries to general services;
500 from prepared materials to consultant services; and
500 from non-text library to filed trips.

Your Committee recommends that these transfers be authorized with funding provided through the local school budgets.

* * * * *

(ITEM 5) (DOC: 945064) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bruce	PTO	$2530	Tables and umbrellas
Carleton	Northwest Industrial Council	200	For school use
Goodrich	Larquita Henderson	450	Target Earth Day Earthmobile
Grand Ave.	PTO	185	Payment for athletic shirts
Grantosa	Funds raised by school	7,400	To purchase computers
Grantosa	Dr. Cindy Barkdull/David Angers	410	IBM compatible keyboard, monitor, hard drive, modum
Granville	Milwaukee North Sunrise Rotary Foundation, Inc.	500	For school use
Hampton	Funds raised by school	1,146	Scholastic paperback books
Grant	PTO	1,000	Technology expansion and support
Hartford	Donations	N/A	Sofa and love seat for parent pavilion
Hawthorne	Funds raised by school	500	Popcorn popper
Irving	PTC	600	For field trip use
King	Milwaukee Board of Realtors Youth Foundation, Inc.	1,666	Airfare to Orlando, Florida for Walt Disney World Panasonic Academic Challenge
King	David E. Brittain	100	Camera/Vivitar flash unit
King	David Brittain	200	Apple Stylewriter
King	Funds raised by school	1,640	Baseball pitching machine
King	Tim and Mary Meins	250	Geraldine Mueller-Wilson Scholarship
King	Bruce and Sandra Stark	250	Geraldine Mueller-Wilson Scholarship
King	SEGA Foundation	2,000	Award from Redbook for educational boals
King	Bilt-Rite	899	Full size couch for plays and class scenes
Kosciuszko	Student Council	325	Wireless microphone for auditorium
Kosciuszko	Band	425	Wireless microphone for use in musical auditorium
Lady Pitts	Omega Family Restaurant	110	Social skills luncheon
Lincoln Ave.	Rotary Club of Milwaukee	438	To support the 500 Club
Lincoln Ave.	PTO	900	To help fund the Arts in Community Program with the MSO
Lincoln Ave.	PTO	336	T-shirts for grade 6 graduation
Lloyd	Mortgage Guaranty Insurance Corp.	26,964	For renovation of computer lab and purchase of computers and software
Manitoba	Milwaukee Trust Parent Education Grant	700	For school use
Manitoba	PTA	3,300	For school use
Marshall	Funds raised by school	700	Camcorder
Milwaukee Spanish Immersion	Mr. and Mrs. Kenneth Werner	20	For school use
Milwaukee Spanish Immersion	Ms. Jeanne Hochstatter	20	For school use
Milwaukee Spanish Immersion	Mr. Geoffrey Keeling and Dr. Mary Ellen Geary	49	For school use

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Milwaukee Tech	PIP Printing	236	For school use
Milwaukee Tech	Fostena Bacon	1,200	1982 Datsun Sentra Wagon for automotive program
Milwaukee Tech	Success Business Products	300	210 shop coats
Muir	Applied Power Foundation	9,900	For school use
Parkview	PTO	3,000	For school use
Pulaski	Jerry Bridgewater	2,000	For school use
Riverside	Natiuonal Business Furniture	2,350	Computers
Riverside	Mary Maruszewski	150	IBM computer
Sholes	Funds raised by school	500	For microscope repairs
Sholes	Donation from PTSO	1,000	For class sets of novels for grades 6, 7, and 8
Tippecanoe	PTO	1,915	For Artist in Residence account
Trowbridge	Sallie Brown	30	Toward 5th grade drug awareness camping trip
Trowbridge	Patrick Colloton	200	Toward 5th grade drug awareness camping trip
Trowbridge	Roseann Lococo	27	Toward 5th grade drug awareness camping trip
Trowbridge	Bonnie Beattie	50	Brewer tickets for student incentives and Parent Appreciation Day
Trowbridge	Betty McCarrier	27	Toward 5th grade drug awareness camping trip
Vieau	Herb H. Kohl Charity	300	For Reading is Fundamental
Vieau	Rotary Club	350	For Reading is Fundamental
Vincent	Wisconsin Electric Power Co.	600	Six flowering crabapples
Waldorf	Boden J. Perry	100	Boy Scouts and mentoring
Waldorf	Fred N. Tabak	25	Boy Scouts and mentoring
Waldorf	Robert and Mary Lerner	25	Boy Scouts and mentoring
Waldorf	Warshafsky, Rotter, Tarnoff	50	Boy Scouts and mentoring
Waldorf	Bordow Law Offices	40	Boy Scouts and mentoring
Whittier	PTO	400	For school use

Your Committee recommends that authorization be granted to accept the above donations, with appropriate acknowledgment to be made on behalf of the Board of School Directors:

* * * * *

(ITEM 6) (DOC: 945015) Your Committee reports having given consideration to the following resolution, introduced by Directors Bills, Mitchell, Small and Sinicki:

Resolution

WHEREAS, Donald J. O'Connell was first elected to the Board in 1967; and

WHEREAS, Donald J. O'Connell completed over twenty-one years of service as a member of the Board, including two terms as Board president in 1974-1975 and 1975-1976 and one term as Vice-President in 1991-1992; and

WHEREAS, Donald J. O'Connell served as the chair of the Appointment and Instruction Committee for two years; the Instruction Committee for one year; the Community and Advisory Group Relations Committee for two years; the Budget Committee for one year; and the Personnel and Negotiations Committee for six years and held other committee chairmanships and vice-chairmanships too numerous to mention; and

WHEREAS, Donald J. O'Connell, in addition to his numerous committee assignments, also served as the Board's representative to the Wisconsin Association of School Boards and represented the Board on many governmental commissions and at numerous civic functions; and

WHEREAS, Donald J. O'Connell brought a city-wide and historical perspective to the deliberations of the Board; and

WHEREAS, Donald J. O'Connell championed many causes, such as the peaceful integration of the Milwaukee Public Schools and the Milwaukee metropolitan area public schools; the release of student test scores to the public; and parent and public involvement in the district's policy decision making process; and

WHEREAS, Donald J. O'Connell introduced numerous resolutions and advocated various causes which had a positive effect on education in Milwaukee and benefited the children of Milwaukee; and

WHEREAS, Donald J. O'Connell's artistic ability memorialized and enlivened numerous important occasions; and

WHEREAS, Donald J. O'Connell retired from the Board in April of 1993, only a few months before his untimely and unexpected death; and

WHEREAS, The Board of School Directors is desirous of ensuring that the memory of his dedication to the citizens of Milwaukee and the Milwaukee Public Schools will live on; now therefore, be it

RESOLVED, That the Auditorium of the School Administration Building be renamed the Donald J. O'Connell Memorial Auditorium in his memory; and be it

FURTHER RESOLVED, That suitable signage and a plaque describing his contributions to the Milwaukee Public Schools be prepared and affixed in a suitable location.

Fiscal Impact Statement

Any costs for signage and the dedication ceremony will be paid for out of the existing Board Governance office budget.

Your Committee recommends that the resolution be adopted and that the Superintendent's Office and the Office of Board Governance work together to provide that suitable signage and a plaque describing his contributions to the Milwaukee Public Schools be prepared and affixed in a suitable location.

* * * * *

(ITEM 7) (DOC: 934625) The Superintendent advised your Committee that:

Administration's Analysis

1. At its March 30, 1994, meeting (Proc., p. 552), the Board referred a communication from Robert A. Krahn to the Finance and Facilities Committee. The communication requests that the Adams Playfield, 495 East Morgan Avenue, be renamed Emigh Playfield.

2. Subsequently, the Department of School and Community Services received supportive letters from the Mayor's office and several individuals. Alderperson Breier, in whose district the playfield is located, is also supportive of the name change.

3. Clarence "Pete" Emigh was a district employee in the Department of Municipal Recreation and Adult Education from 1933 to 1969, servied as assistant superintendent from 1965 to 1969. Additional biographical information has been attached to the minutes of your Committee's meeting of June 21, 1994.

Statute, Board Policy or Rule Statement

4. The Board policy on name changes, approved in April 1994, is limited only to the elementary and middle schools. It does not apply to fieldhouses, athletic fields, playgrounds for playfields.

5. The Board has previously approved the renaming of two recreation facilities for past employees of the department—Enderis Park for Dorothy Enderis and Dyer Field for Donald Dyer.

Fiscal Impact Statement

6. The cost of new signage at approximately $250 will be absorbed by the department.

Your Committee recommends that Adams Playfield be renamed Emigh Playfield.

* * * * *

(ITEM 8) (DOC: 945065) The Superintendent advised your Committee that:

Administration's Analysis

1. Grand Avenue Middle School is one of the ten schools in the first wave of *School to Work* implementation.

2. The proposal between Grand Avenue Middle School and the Plymouth Institute is intended to utilize the facilities of Plymouth Institute, Silver Springs of Plymouth, and High Wind to provide a context for skill training and personal development for Grand Avenue Middle School students.

3. Programs will be developed involving one-day experiences, weekend workshops, week-long modules, and longer-term experiences. Activities will relate to real life jobs and technologies.

4. The contract includes provisions for administrative, instructional and technical staff leadership to run the learning center; facilities at the learning center for implementing the proposed work, and lodging for the Grand Avenue Middle School participants for specified activities.

Strategic Plan Compatibility Statement

4. The proposal supports Board Goal Number 1, Academic Achievement, with a special emphasis on school to work transition, technology, and the support and involvement of students, parents, and community.

Statute, Board Policy or Rule Statement

5. This action adheres to the policies of the Board of School Directors, Section D, *Fiscal Management*.

Fiscal Impact Statement

6. The requested contribution from MPS for the first year of the program is $185,000. These funds are available in the Fiscal Year 1994 Grand Avenue Middle School budget; therefore, the approval of this recommendation does not increase the budget of the school for this or subsequent years.

7. In addition, the Grand Avenue Middle School will seek additional funds from within and outside the district for their portion of costs not directly associated with the services provided by Plymouth Institute, such as transportation and extended field trip accidental injury insurance for the students participating in the program. It is anticipated that the school will need to raise $165,000.

Implementation and Assessment Plan

8. Implementation is scheduled to begin in June 1994, with full implementation during the 1994-1995 school year.

9. Assessment of the success of this component of *School to Work* implementation will be through the *School to Work* assessment process, where student success is tied to the K-12 Teaching and Learning goals.

Your Committee recommends that the Board authorize the administration to enter into a one year contract not to exceed $185,000 with the Plymouth Institute for the proposed skill training and personal development program. Grand Avenue Middle School is directed to pursue the additional funding needed in the amount of $165,000 for indirect costs of supporting the program.

* * * * *

(ITEM 9) (DOC: 945066) The Superintendent advised your Committee that:

Administration's Analysis

1. In December 1993, the Administration met with the Commissioner of the Department of City Development, members of his staff, and representatives from the City Attorney's office for the purpose of

reopening discussions relative to disposition of surplus school sites. Most of these school sites were declared surplus in 1976 and their surplus status had been reaffirmed by the Board several times since that time, the latest as part of the approval of the Facilities Master Plan: 1992-2001 document on November 4, 1992 (Proc., pp 347).

As a result of the failure of the referendum on February 16, 1993, and the need to provide additional funds to meet the facilities needs of the district, it was felt that another focused attempt to market the surplus sites was necessary. This would enable additional revenue to be generated without impacting either the tax rate or the budget.

2. Over the last few months, staff from the Division of Facilities and Maintenance Services and Governmental Relations have met with appropriate City staff to negotiate an Intergovernmental Cooperation Agreement to permit the sale of the surplus properties. This agreement was drafted by the City Attorney's office and must now be approved by both the Board and the Common Council. A copy of the agreement has been attached to the minutes of your Committee's meeting of June 21, 1994.

Strategic Plan Compatibility Statement

3. The sale of the surplus sites and the Intergovernmental Cooperation Agreement to effectuate that sale is compatible with the Board goal on School Facilities adopted on March 30, 1994. This goal 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 school facilities to keep our students competitive for the 21st Century. . . ."*

Statute, Board Policy or Rule Statement

4. The Board is authorized to enter into and approve an Intergovernmental Cooperation Agreement by Section 66.30 Wisconsin Statutes. The utilization of this mechanism has been suggested by the City Attorney due to the conflict which exists between Section 119.16(1)(m) and Section 119.60 Wisconsin Statutes. Under this agreement, rights in the future of both the City of Milwaukee and the Board are safeguarded, and it does not set precedents which may require future legal action to remedy.

Fiscal Impact Statement

5. Approval of the agreement will provide additional revenue to the district by enabling proceeds from the sale of surplus properties to be placed in the Construction Fund. There will be no cost to the district since all costs required to sell the property will be deducted from the sale price at the time of closing. At the present time, there is no estimate of potential revenue which could be generated since costs will vary depending on the method used to sell the property.

Implementation and Assessment Plan

6. The Intergovernmental Cooperation Agreement permits the property to be sold either by the City of Milwaukee and its real estate staff or entering into a contract with a private real estate broker to market the properties. Conditions for each method are delineated within the agreement and have been agreed to by staff from both governmental units.

Included in the disposition of the surplus properties is the subdivision of two of the sites to permit sale of individual lots. The subdivision process will be completed by the City of Milwaukee prior to the marketing of the properties and should provide more revenue than would otherwise be generated without the subdivision.

Your Committee recommends that the Intergovernmental Cooperation Agreement between the Board of School Directors and City of Milwaukee for the sale of surplus school sites be approved and that the Administration be authorized to take all necessary steps to effectuate this agreement.

* * * * *

(ITEM 10) (DOC: 945067) Your Committee reports having given consideration to the following resolution introduced by Director Sinicki:

Resolution

WHEREAS, The Milwaukee Public Schools is currently faced with a severe space shortage, and

WHEREAS, Taxpayers demand that existing MPS facilities be used more efficiently, and

WHEREAS, State Statute 118.153 gives MPS the authority to contract out for alternative education seats, and

WHEREAS, Joyce Kilmer Elementary School opened in 1960 with a capacity of 460 students and, subsequently, in 1982 became an alternative school, the current student population being 338 part-time students, and

WHEREAS, Hayes School, with a capacity of up to 500 students, is currently serving 105 exceptional education students, and

WHEREAS, Lincoln Avenue and James Riley Elementary Schools are overcrowded as a result of the rising population of school age children in their neighborhoods, and

WHEREAS, The Milwaukee Public Schools is experiencing a growing demand for additional specialty programs; now, therefore be it

RESOLVED, That Hayes school be closed as an alternative school at the end of the 1993-1994 school year and reopened as a regular school for the 1994-1995 school year, with the seats being used to relieve the overcrowding at Lincoln Avenue and Riley Schools; and be it

FURTHER RESOLVED, That Kilmer school be closed as an alternative school at the end of the 1994-1995 school year and reopened for the 1995-1996 school year with a specialty program; and be it

FURTHER RESOLVED, That MPS contract out for the current alternative education students being housed at Kilmer and either contract out for exceptional education services or integrate within current existing MPS exceptional education programs the exceptional education students housed at Hayes.

Your Committee recommends that the Board adopt the following:

BE IT RESOLVED, That the Superintendent issue an RFP and take innovative proposals for Hayes, Kilmer and 68th Street school sites; and be it

FURTHER RESOLVED, That the Board request the evaluation of all alternative programs and contract sites by November; and be it

FURTHER RESOLVED, That the Superintendent develop a plan for site location to house recommended programs on an equitable basis throughout the city.

* * * * *

(ITEM 11) (DOC: 945068) The Superintendent advised your Committee that:

Administration's Analysis

1. Current policy requires that the Department of Finance determine the year end position of schools and departments prior to the close of the fiscal year, June 30th. The Department of Finance is unable to determine the correct amount to be carried forward to FY95 for the following reasons:

a) Budget adjustments for negotiated contract settlements and adjustments for average to actual school salaries have not been implemented.

i) Numerous labor agreements which were negotiated and implemented retroactively have complicated the determination of actual post-raise salary levels of individuals. Some of the

negotiated pay raises have not yet been implemented in the payroll system. For example, contract settlements for clerical and technical staff were reached as recently as May, 1994.

ii) The accelerated timeline for preparation and approval of the FY95 budget conflicted with the implementation of budgetary adjustments to the FY94 salary appropriations. The same staff resources are needed to accomplish both of these tasks.

b) The exact carryover amount is a function of the annual closing of the books.

i) The District's external auditors will be reviewing our books during the summer months and may propose adjustments to the books.

Strategic Plan Compatibility Statement

2. The recommendations under this proposal are consistent with the Board goal of FISCAL RESPONSIBILITY as efforts to aid informed decisions about allocation of resources for district programs, functions, and operations.

Strategic Plan Compatibility Statement

3. Present policy calls for schools and departments which anticipate a year-end deficit to seek a fund transfer from the board to offset that deficit by June 30th.

4. Present policy requires requests for special carryover of surpluses to be submitted by June 30th.

5. Present policy establishes August as the month for Board approval of special carryovers.

Fiscal Impact Statement

6. The proposed timeline change will allow the most accurate determination possible of year-end balances while still permitting submission of special carryover requests as needed.

Implementation and Assessment Plan

7. It is anticipated that budget adjustments will be calculated and budget managers notified of their final year-end balances by August, allowing requests for special carryovers and a general report on automatic carryovers to be brought to the Board in September.

Your Committee recommends that the timeline for carryovers from FY94 be altered as described below, due to the delayed implementation of salary adjustments.

a) Schools and departments which anticipate a year-end deficit be allowed to request an offsetting contingency fund transfer from the board by September 30th.

b) Special carryover of surpluses to be submitted by September 30th.

c) The Board review and approve of special carryovers during a September meeting.

* * * * *

(ITEM 12) (DOC: 945069) The report of the Legislation, Rules and Policies Committee before the Board for consideration this evening contains an recommendation to amend Board rules to allow for the establishment of a policy for fund transfers (Item 1, pages 79-80).

Your Committee reports having considered the question of the establishment of a policy for fund transfers.

Your Committee recommends that the following fund transfer policy be adopted:

a) The approval of the Board shall be required for transfers:

1) initiated by a Board member;
2) exceeding $100,000 within any department, program or school budget annually on a cumulative basis;
3) exceeding $100,000 between departments, programs, schools or special accounts;
4) changes in policy;
5) creates a new area of activity for the district;
6) increases authorized staffing levels;
7) between statutory funds; and
8) involving the district Contingent Fund.

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

c) The director of board governance shall have the same transfer authority within his or her area of operations.

* * * * *

(ITEM 13) (DOC: 945070) The Superintendent advised your Committee that:

Administration's Analysis

1. At its meeting of January 26, 1994 (Proc., pp. 434-435), the Board took the following action relative to a resolution introduced by Director Sinicki concerning possible donation of the former Llewellyn Library facility to the school district:

". . . that the Administration investigate and report back to the Finance and Facilities Committee at its February, 1994 meeting the advisability of pursuing the acquisition of the Llewellyn Library building, including the feasibility of renovating the Llewellyn Library building, the projected costs of investigating the property, acquiring it, renovating it and operating it, and the recommended source of funds to cover such costs. . . ."

2. During the past few months, staff from the Division of Facilities and Maintenance Services have met with the appropriate City staff to negotiate an Intergovernmental Cooperation Agreement to permit use by the Board on a leased basis. This agreement, between the Board, City of Milwaukee, and the Library Board, is necessary due to a deed restriction on the property. This deed restriction precluded the donation or sale of the building to the Board or the use of a lease agreement since the Library Board must retain control of the facility. The Intergovernmental Cooperation Agreement has been drafted by the City Attorney with input from the appropriate staff and has been attached to the minutes of your Committee's meeting of June 21, 1994.

3. The agreement was approved by the City Plan Commission on May 23, 1994, the Public Improvements Committee of the Common Council on May 25, 1994 and is scheduled for approval at the Common Council meeting on June 7, 1994. The Library Board is scheduled to meet on June 15, 1994, to approve the document.

4. The facility will be utilized to house the Bay View Redcat Academy which includes the NJROTC and Construction specialty programs at the school. This Academy program is funded by a grant from the Department of Defense for the next four years. The Intergovernmental Cooperation Agreement will run concurrently with the federal grant. Staff from the school will be available to answer any questions relative to the proposed program.

Strategic Plan Compatibility Statement

5. The Intergovernmental Cooperation Agreement for this facility is compatible with the Board goal on School Facilities adopted on March 30, 1994. This goal 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 school facilities to keep our students competitive for the 21st Century. . . ."*

Statute, Board Policy or Rule Statement

6. The Board is authorized to enter into and approve an Intergovernmental Cooperation Agreement by Section 66.30 Wisconsin Statutes. As previously indicated, the utilization of this mechanism was suggested by the City Attorney due to a deed restriction on the property.

Fiscal Impact Statement

7. Approval of this agreement will require funds on an annual basis for additional personnel to clean the facilities, supplies, anticipated utility costs, and other miscellaneous costs. These costs include:

Personnel (0.5 FTE)	$7,500
Supplies	500
Utilities	12,000
Miscellaneous	500
Total	$20,500

Only costs associated with the educational program are included in the federal grant and will not impact the local district budget. Costs related to any needed facility modifications have not been included since the scope of the work required has not yet been determined. Funds have not been budgeted in the FY95 budget for this work or the additional Building Operations personnel, utilities or supplies.

8. The agreement provides that the Board be responsible for all minor maintenance, repairs, and major maintenance costs during the life of the agreement. It is anticipated that the minor repairs/maintenance needs can be accommodated within current budget allocations. Any major maintenance costs will have to be budgeted beginning with the FY96 budget.

Implementation and Assessment Plan

Does not apply.

Your Committee recommends:

1. That the Intergovernmental Cooperation Agreement between the Board of School Directors, City of Milwaukee, and the Library Board for the use of the former Llewellyn Library be approved.

2. That authorization be given to add 0.5 FTE Building Service Helper I positions to the current position authority within the Division of Building Operations.

3. That $20,500 be transferred from the FY95 Contingent Fund to the appropriate accounts within the Department of School and Community Services.

4. That the Administration be authorized to take all necessary steps to effectuate this agreement.

* * * * *

(ITEM 14) (DOC: 945071) The Report of the Personnel and Negotiations Committee before the Board for consideration this evening contains a recommendation to authorize the creation of five programmer positions in the Department of Finance (Item 8, pages 69-72).

Your Committee reports having considered the fund transfers necessary to create these positions. A fiscal note detailing the transfers has been made a part of the minutes of your Committee's meeting of June 21, 1994.

Your Committee recommends that the Board approve fund transfers from the Exceptional Education Division and the Technology Plan to the Application Development Division for five programmer positions.

* * * * *

(ITEM 15) (DOC: 945072) The Superintendent advised your Committee that:

Administration's Analysis

1. As a part of ongoing fiscal oversight, the Department of Finance has been analyzing departmental accounts to project any significant year-end deficit situations. The analysis completed to date indicates that a deficit can be expected to occur in the Department of Human resources due to the settlement of a grievance case. The grievance has generated an unanticipated cost of $67,987.

Strategic Plan Compatibility Statement

2. The recommendations under this proposal are consistent with the Board goal of FISCAL RESPONSIBILITY as efforts to aid informed decisions about allocation of resources for district programs, functions, and operations.

Fiscal Impact Statement

3. The proposed transfer of $67,987 would have no effect on the School Operations Fund balance for FY94, while bringing the adjusted budget amounts for affected areas more in line with anticipated expenditures.

Implementation and Assessment Plan

4. Transfer $67,987 from the Contingent Fund as shown below.

Beginning Contingent Fund Balance	$ 567,114
Funding Uses:	
Budget Transfers to:	
Grievance Settlement Teacher Salary	67,987
Ending Contingent Fund Balance	$ 499,127

Your Committee recommends that $67,987 be transferred from the Contingent Fund to the appropriate accounts.

* * * * *

(ITEM 16) Your Committee reports having received informational reports from the Superintendent on the following matters. The reports have been made a part of the minutes of your Committee's meeting of June 21, 1994.

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, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

A. Statement of Revenues, April, 1994:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$0	$588,230,607	$447,736,082	$140,494,525	76.1%
Categorically Aided	55,657,430	12,603,045	68,260,475	43,822,122	24,438,353	64.1%
School Nutrition	23,981,846	0	23,981,846	18,009,127	5,972,719	75.0%
Construction	19,900,000	0	19,900,000	19,807,389	92,611	99.5%
Extension	$6,356,179	0	6,356,179	5,361,028	995,151	84.3%

B. Statement of Expenses, April, 1994:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$588,230,607	$7,577,700	$595,808,307	$456,855,141	$138,953,166	76.7%
Categorically Aided	55,657,430	13,528,896	69,186,326	49,479,422	19,706,904	71.5%
School Nutrition	23,981,846	15,083	23,996,929	17,572,364	6,424,565	73.2%
Construction	19,900,000	5,359,027	25,259,027	17,697,532	7,561,495	70.1%
Extension	$6,356,179	15,797	6,371,976	4,612,669	1,759,307	72.4%

(1) Represents Board approved transfers during fiscal year 1994 and appropriations for purchases encumbered in fiscal year 1993.

(2) Encumbrances and expenditures included through April 30, 1994, and payrolls through April 20, 1994.

In accordance with Board action of February 3, 1976 (Proc., p. 591), the Superintendent submits a detailed Report of Revenues and Expenses as of May 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval. The report has been made available to Committee members under separate cover.

A. Statement of Revenues, May, 1994:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$0	$588,230,607	$450,691,160	$137,539,447	76.6%
Categorically Aided	55,657,430	12,719,887	68,377,317	49,789,696	18,587,621	72.8%
School Nutrition	23,981,846	0	23,981,846	19,748,156	4,233,690	82.3%
Construction	19,900,000	0	19,900,000	19,807,581	92,419	99.5%
Extension	$6,356,179	0	6,356,179	5,417,765	938,414	85.2%

B. Statement of Expenses, May, 1994:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$588,230,607	$7,577,700	$595,808,307	$513,779,207	$82,029,100	86.2%
Categorically Aided	55,657,430	13,645,738	69,303,168	55,800,585	13,502,583	80.5%
School Nutrition	23,981,846	15,083	23,996,929	19,263,764	4,733,165	80.3%
Construction	19,900,000	5,359,027	25,259,027	18,239,944	7,019,083	72.2%
Extension	$6,356,179	15,797	6,371,976	5,072,655	1,299,321	79.6%

(1) Represents Board approved transfers during fiscal year 1994 and appropriations for purchases encumbered in fiscal year 1993.

(2) Encumbrances and expenditures included through May 31, 1994, and payrolls through May 20, 1994.

C. Expenditure Control Report.

* * * * *

Separate consideration having been requested of Items 1, 3, 9, 10, 14 and 15, the balance of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1, relating to the award of contracts, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Sinicki moved to amend the report by reinstating the office remodeling contract for Dover Street School.

The amendment was adopted, the vote being as follows:

Ayes—Directors Lucey, O'Neil, Sinicki, Small and Todd—5.

Noes—President Bills—1.

Temporarily absent—Directors De Bruin and Johnson—2.

The question being on the adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd—7.

Noes—President Bills—1.

Item 3, relating to partnership school contracts, having been set aside for separate consideration, the Chair ruled that the Superintendent's communication was also before the Board.

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of hearing public testimony on the revised recommendations from the Superintendent..

The motion prevailed, the vote being as follows:

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

Noes—Director De Bruin—1.

The Board resolved itself into a Committee of the Whole at 7:51 PM.

The Board rose from the Committee of the Whole at 8:05 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had heard public testimony on the revised recommendations from the Superintendent.

Director Johnson moved to adopt the Superintendent's recommendations on partnership school contracts.

Director Johnson moved to amend by adding language stating that partnership school will provide staffing at a level consistent with the number of seats they provide.

After discussion, Director Johnson withdrew his motion

Director De Bruin requested separate consideration of the administration's recommendations with regard to CYD, HR Academy, St. Charles Alternative, and the American Indian Council.

There being no objection, the request was granted.

The question being on approval of the balance of the Superintendent's recommendations, they were approved, the vote being as follows:

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

Noes—None.

Director De Bruin moved to reinstate the proposal of Fritsche Middle School.

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

Ayes—Directors De Bruin, Sinicki, Small, President Bills—4.

Noes—Directors Johnson Lucey, O'Neil, Todd—4.

Director De Bruin moved to approve the proposal of Lad Lake.

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

Ayes—Directors De Bruin, Sinicki and President Bills—3.

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

Temporarily absent—Director Lucey—1.

Director Todd moved to refer the contracts for CYD, HR Academy, St. Charles Alternative, and the American Indian Council back to the administration.

The motion failed for lack of a second.

Director O'Neil moved that the Board approve CYD and HR and St. Charles.

The Chair ruled that the four contracts would be voted on individually.

The question being on the reinstatement of the contract for CYD, the motion failed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil and Todd—4.

Noes—Directors De Bruin, Sinicki, Small and President Bills—4.

The question being on the reinstatement of the contract for HR Academy, the motion failed, the vote being the same as that preceding:

Ayes—4; Noes—4.

The question being on the reinstatement of the contract for the American Indian School, the motion prevailed, the vote being as follows:

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

Noes—None.

The question being on the reinstatement of the contract for St. Charles, the motion failed, the vote being as follows:

Ayes—Directors Johnson, Lucey and O'Neil—3.

Noes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

Director De Bruin moved that the administration review, prior to the July meeting of the Board, the proposals which were not voted on at this meeting.

After discussion, Director De Bruin withdrew his motion.

Director Lucey moved reconsideration of the vote on the Fritsche Middle School Proposal.

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

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

Noes—None.

Director Lucey moved to reinstate the Fritsche Middle School Proposal with 60 seats, as recommended by the administration.

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

Ayes—8; Noes—0.

Director Small moved to reconsider the vote on the Lad Lake Proposal.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Sinicki, Small and President Bills—4.

Noes—Directors Johnson, O'Neil and Todd—3.

Director Small moved to reinstate the Lad Lake Proposal with 60 seats.

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

Ayes—4; Noes—0.

Item 9, relating to the disposition of Board-owned property, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Johnson moved to amend the report to replace the phrase "to take all necessary steps to effectuate this agreement." with "to develop a plan and financial forecast for the sale of the Milwaukee Public Schools' surplus property."

The amendment was adopted, the vote being as follows:

Ayes—Directors Johnson, Small, Todd and President Bills—4.

Noes—Directors De Bruin and Lucey—2.

Director De Bruin moved to amend the report by inserting the words "and to take all necessary steps to effectuate the Intergovernmental Cooperation Agreement" at the end of the recommendation.

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

Ayes—Directors De Bruin, Lucey and President Bills—3.

Noes—Directors Johnson, Small and Todd—3.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—De Bruin, Johnson, Lucey, Small, Todd, and President Bills—6.

Noes—None.

RESOLVED, That Hayes school be closed as an alternative school at the end of the 1993-1994 school year and reopened as a regular school for the 1994-1995 school year, with the seats being used to relieve the overcrowding at Lincoln Avenue and Riley Schools; and be it

FURTHER RESOLVED, That Kilmer school be closed as an alternative school at the end of the 1994-1995 school year and reopened for the 1995-1996 school year with a specialty program; and be it

FURTHER RESOLVED, That MPS contract out for the current alternative education students being housed at Kilmer and either contract out for exceptional education services or integrate within current existing MPS exceptional education programs the exceptional education students housed at Hayes.

Item 10, relating to Kilmer and Hayes Schools, having been set aside for separate consideration, Director Small moved to adopt the report.

Director De Bruin moved to amend the first Resolved to insert, before the semi-colon, “to start in the 1995-1996 school year”.

The amendment was adopted by consensus.

Director Lucey moved to amend the third Resolved by inserting, after the word "programs", the words, "serving the needs of student currently served at Hayes, Kilmer and 68th."

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Todd and President Bills—5.

Noes—Directors Johnson, Sinicki and Small—3.

Director De Bruin moved to amend the third Resolve to delete the works "for site location to house recommended programs," and then insert in its place the works "to serve", so that the third Resolve would read: "That the Superintendent develop a plan to serve the needs of students currently served at Hayes, Kilmer and 68th Street Schools on an equitable basis throughout the city."

The amendment was adopted, the vote being as follows:

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

No—Director Johnson—1.

Director Johnson moved to amend the resolution by deleting the second Resolved.

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small and Todd—7.

No—President Bills—1.

The question being on adoption of the report as amended, the motion failed, the vote being as follows:

Ayes—Director Sinicki—1.

Noes—Directors De Bruin, Johnson, Lucey, O'Neil, Small and Todd—6.

Voting "present"—President Bills—1.

Director De Bruin moved to reconsider the vote on the amended resolution.

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

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

Noes—Directors Johnson, Lucey and Todd—3.

The question being on adoption of the resolution as amended to read:

Be it Resolved that the Superintendent issue an RFP and take innovative proposals for regular education for Hayes, Kilmer and 68th Street School sites beginning with the 1995-1996 school year; and be it

Further Resolved that the Superintendent develop a plan to serve the needs of students currently served at Hayes, Kilmer and 68th Street School on an equitable basis throughout the city.

it was adopted, the vote being as follows:

Ayes—Directors De Bruin, O'Neil, Small, Todd, President Bills—5.

Noes—Directors Johnson, Lucey—2.

Item 14, relating to fund transfers for programmer positions, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

Temporarily absent—Director Sinicki—1.

Item 15, relating to a contingent fund transfer, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

REPORTS OF SPECIAL COMMITTEES

The Director of Board Governance presented five 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 June 3; June 6 at 10:30 AM and 2:00 PM; June 7; and June 22, 1995.

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

Ayes—Directors De Bruin, Johnson, Lucey, Small, Todd and President Bills—6.

Noes—None.

NEW BUSINESS

Director Small moved to suspend Board Rule 1.02 to change the date of the July meeting to July 20.

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

Ayes—6; Noes—0.

RESOLUTIONS

By Director Todd:

WHEREAS, The vocal music department at Lincoln Center Middle School of the Arts has been abolished; and

WHEREAS, The band consists of less than 20% of the African American students; and

WHEREAS, The orchestra consists of less than 5% of the African American students; and

WHEREAS, The majority of the African American students, approximately 80%, receive their musical training through the vocal music department; and.

WHEREAS, Our African American students also have a genuine and sincere appreciation for all aspects of the arts; and

WHEREAS, America has been the recipient of a vast store of rich music which African Americans have contributed to the American culture including jazz, gospel, folk, blues, classics and spirituals; now, therefore, be it

RESOLVED, That the vocal music department be reinstituted at Lincoln Center Middle School of the Arts; and be it

FURTHER RESOLVED, That a greater enrichment program be instituted for multicultural students at Lincoln Center Middle School of the Arts.

Referred to the Committee on Instruction and Community Relations.

By Director Todd:

WHEREAS, Over 900 students are currently on the waiting list for Rufus King High School, while some students with a 0.0 grade point average have been admitted; and

WHEREAS, The Board action to advertise at the middle school level conflicts with the 900 student backlog and does not address the intent or the spirit of the initial resolution; and

WHEREAS, The educational program at Rufus King High School, designed to meet the academic needs of identified high school students, was started during the 1978-1979 school year as part of the district's response to the court-ordered desegregation plan; and

WHEREAS, Until 1987, students were selected to participate in the Rufus King High School program based upon demonstrated academic achievement; and.

WHEREAS, The International Baccalaureate Program, an internationally recognized program of academic rigor, is a major feature of the Rufus King High School program and continues to be a key attraction of the school; and

WHEREAS, Since 1987, many qualified students have been deprived of the opportunity to participate in the Rufus King High School program because of the school district's adopted policy permitting any applicant to be considered for enrollment; and

WHEREAS, The impact of this open enrollment policy has altered the original intent of the Rufus King High School program, namely, to address the identified needs of high-achieving students; and

WHEREAS, State Statutes address the needs of gifted and talented exceptional students and should be incorporated into the Rufus King High School curriculum; and

WHEREAS, It is appropriate for the Board to strengthen the Number 1 school in the city and the state and thus meet the needs of students who have a legitimate need for the Rufus King High School Program; now, therefore, be it

RESOLVED, That the administration develop an enhanced program for Rufus King High School in time for implementation for the 1995-1996 school selection process.

Ruled out of order.

By Director Todd:

WHEREAS, The last bond referendum passed in Milwaukee in 1970 guaranteed the renovation and rehabilitation of Rufus King High School and the last two crucial phases have not been implemented; and

WHEREAS, As the Rufus King community now lacks access to a fully developed high school plant including networked computer laboratories, modern safe OSHA approved science laboratories, appropriately located theatre facilities, technologically integrated library facilities, adequate band and orchestra rehearsal facilities, and Olympic sized pool; and

WHEREAS, The internationally acclaimed International Baccalaureate Program calls for technologically up to date and OSHA approved science labs, which do not exist at King; and

WHEREAS, The demands of the 21st century call for college bound students to be technically literate and the Rufus King facilities lack networked computer labs; and.

WHEREAS, It is essential for college bound students to be skilled in the use of modern technological library and research facilities which Rufus King lacks; and

WHEREAS, The arts (art, music, theater) are an integral part of board mandated graduation requirements and the Rufus King facilities are physically incapable of handling increased enrollment; and

WHEREAS, Rufus King is the only high school in the community area which lacks a swimming pool; and

WHEREAS, The supportive staff needs to be centralized for efficient use; therefore be it

RESOLVED, That the administration reactivate and update the architecturally drafted plans and implement the following changes for the 1995-1996 school year:

1) Networked computer labs complete with departmental and library stations.
2) Modern safe science labs meeting OSHA standards.
3) Updated arts facilities including suiting of theatre, band rehearsal facilities, adequate art facilities.
4) Technologically linked library facilities including Internet, CD Rom, online services and materials.
5) Olympic sized swimming with a diving well.
6) Suiting for administration, guidance including career lab, support services, and department work areas.

7) Installation of 2 modern Macintosh labs, including a Sun Microsystems SPAR Station LX Supplemented by 2 SPAR Classic Computers, plus IBM - compatible PC's and MacIntosh computers, small bank of modems, homelinks, optical fiber cables and dedicated computer phone lines.

Referred to the Committee on Finance and Facilities.

The Board recessed from 7:18 to 7:32 PM, 8:34 to 8:44 PM, and 10:45 to 10:49 PM.

Director Sinicki left at 10:49 PM.

Director O'Neil left at 11:18 PM.

The Board adjourned at 11:33 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 20, 1994

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

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd (6:36 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Nicole Hill and David Martin, MPS students who were killed, this month, and for Nicole Cox, Earnest Wilson III, and Gregory Goodman, Jr., MPS students who drowned this month.

SUPERINTENDENT'S COMMUNICATIONS

July 20, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

The following reports and recommendations are submitted for your consideration and determination:

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 1) Administrative Appointments and Promotions

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

(nr)	Kathleen Bloom	Assistant Principal Hamilton High School	Schedule III, Range 12C $64,698
(r)	Karen Boyle	Assistant Principal Milwaukee Tech High	Schedule III, Range 12C $58,224
(r)	Gail Sanders	Assistant Principal Pulaski High $59,115	Schedule III, Range 12C

(r)	Jose Acevedo	Assistant Principal Riverside High	Schedule III, Range 12C $53,607

(r)	Jerry Mitchell	Assistant Principal Bell Middle	Schedule III, Range 11D $48,796
(r)	Joyce Futrell	Assistant Principal Edison Middle	Schedule III, Range 11D $53,852
(r)	Hammadi Masrour	Assistant Principal Milwaukee Education Center	Schedule III, Range 11D $54,828
(r)	Dean Nemoir	Assistant Principal Steuben Middle	Schedule III, Range 11D $43,544
(r)	Jacquelyn Humphrey	Assistant Principal Walker Middle	Schedule III, Range 11D $52,794
(r)	Lonnie Anderson	Assistant Principal Webster Middle	Schedule III, Range 11D $43,544
(r)	Robert Meyer	Assistant Principal Fairview Elementary	Schedule III, Range 10D $57,156
(r)	Marybeth Sandvig	Assistant Principal Manitoba Elementary	Schedule III, Range 10D $49,865
(nr)	Michael Becker	Accountant I	Schedule III, Range 3A $30,710
(r)	Therese Hrica	Accountant I	Schedule III, Range 3A $31,346
(r)	Lynn Ruhl	Accountant I	Schedule III, Range 3A $30,710

The Superintendent also recommends the following additional appointments:

(r)	Patricia Yahle	Exceptional Education Administrator	Schedule III, Range 11A $69,017
(nr)	Ronald Overson	Manager of Technical and Support Services	Schedule III, Range 10A $53,500
(nr)	Marianne Sobkowiak	Supervising Dietitian	Schedule III, Range 8A $54,000

(nr) Non-resident
(r) Resident

Director De Bruin moved to approve the Superintendent's recommendations relative to administrative appointments and promotions.

Director O'Neil requested separate consideration of the assistant principals.

There being no objections, the request was granted.

The question being on approval of the appointments and promotions, except for the assistant principals, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, 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, Johnson, Lucey, Sinicki, Small and President Bills—6

Noes—Directors O'Neil and Todd—2.

* * * * *

(Item 2) Inclusion of the Category *Chemical Irritants* in the Parent Student Handbook on Rights, Responsibility and Discipline

Administration's Analysis

1. In the 1993-1994 legislative session, Wisconsin State Statute 941.26(4) was created to provide rule making authority and penalties for the possession of tear gas (pepper spray). This law prohibits the possession, by anyone under 18 years of age, of any device or container that contains a substance to be used to cause bodily discomfort.

2. In accordance with Wisconsin State Statute 941.26(4), the effective date for implementation is October 1, 1994.

3. The inclusion of chemical irritants as one of the "Examples of Conduct that Violate Expectation," in the categorical section "Protection of Physical Safety and Mental Well-Being-Criminal Acts" of the *Parent/Student Handbook on Rights, Responsibility and Discipline* will update the disciplinary chart.

Strategic Plan Compatibility Statement

4. The recommendation under this proposal is consistent with Board Goal Number 1, Student Achievement - school climate and student involvement/ empowerment.

Statute, Board Policy or Rule Statement

5. The proposed addition to the Parent Student Handbook On Rights, Responsibility and Discipline is referenced to:

- •Wisconsin State Statute 941.26(4)
- •Wisconsin State Statute 120.13
- •Board Policy JG: Student Discipline
- •Board Policy JGD: Student Suspension
- •Board Policy JGE-R: Student Expulsion

Fiscal Impact Statement

6. This item has no fiscal impact.

Implementation and Assessment Plan

7. The Administration in all schools in the district will be directed to inform all staff and students of the Chemical Irritants policy and provide an orientation as to the disciplinary actions that may be taken. The policy will be included in the 1994-95 *Parent Student Handbook on Rights, Responsibility and Discipline* and other MPS publications at the district and local school level.

Superintendent's recommendation

That the Board approve a modification of the current discipline plan to include expectations regarding chemical irritants as follows:

Examples of Conduct that Violate Expectations	Definition	Discipline Action Level Minimum Maximum
Possession or use of any chemical irritant spray or substance	Possessing or using any chemical irritant spray, such as pepper spray or other substance which can cause bodily discomfort or injury.	2* 4*

*Key: Level 1 Conference/Intervention
Level 2 Suspension
Level 3 Referral to the Division of Parent/Student Services
Level 4 Expulsion Recommendation

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) Adoption of a Policy Regarding Custodial and Non-Custodial Parent Rights

Administration's Analysis

1. During the 1992-1993 and 1993-1994 school years there has been an increase in the number of requests from non-custodial parents to the Division of Parent/Student Services and to the local school administrations for physical access to students and for student information.

2. The Assistant City Attorney and school principals have requested a Board policy statement and a set of procedures to be followed with respect to the rights of non-custodial parents who appear at the school and demand access to or removal of students from school.

3. Schools have reported incidents involving non-custodial parents attempting to remove students from school without authorization from the custodial parent.

Strategic Plan Compatibility Statement

4. The recommended policy is consistent with Board Goal Number 1, Student Achievement - school climate and parent support and involvement.

5. The proposed policy adheres to the Federal Family Educational Rights and Privacy Act (FERPA) and Board Article 10.05 School Visits.

Fiscal Impact Statement

6. This item has no fiscal impact.

Implementation and Assessment Plan

7. The Division of Parent/Student Services will aide school administration in implementing the procedures.

8. Parents will be notified through MPS publications both district wide and at the local school level.

Superintendent's recommendation

1. That the Board accept the following policy regarding custodial and non-custodial parent rights:

The district will respect the rights of custodial and non-custodial parents equally except when a court order exists concerning special restrictions. It is the responsibility of the custodial parent to provide the school principal with a copy of such a court order if restricted access to students or student information is requested.

Both custodial and non-custodial parents have the right to: (a) view the child's school records, (b) receive school progress reports and all school mailings, (c) attend parent/teacher conferences, and (d) visit the child briefly at school.

It is the responsibility of the non-custodial parent to inform the school office of his/her name, address and telephone number if he/she wishes to be consulted regarding his/her child or wishes to be placed on the school's mailing list.

Removal from School

District procedures provide only the custodial parent the right to remove the child from school. If a non-custodial parent asks to remove a child from school, these steps will be followed:

•The principal will contact the custodial parent and inform him/her of the request.

•If the custodial parent agrees, the student will be released to the non-custodial parent.

•If the custodial parent objects, the student will not be released.

•If the school is unable to make contact with the custodial parent, the student will remain at school.

Visitation

Visitation by a non-custodial parent with the child during school hours is allowed. However, if a non-custodial parent asks to visit with a child at school, the following steps will be taken:

•The principal/designee will verify whether or not school records contain any court order for restrictive access by the non-custodial parent to the student.

•The principal/designee will contact the custodial parent and inform him/her of the request and the conditions under which the visit will occur.

•The child will be summoned to the office and remain in the office area for the duration of the visit. The visit will take place in an area that can be observed by office personnel.

•The child will be returned to class at the end of the visit.

Director Sinicki moved to approve the Superintendent's recommendations.

Board Clerk Noeske reported item 3 regarding custodial and non-custodial parental rights.

Director Sinicki moved concurrence with item 3.

Director Lucey moved to amend the recommendation to include "with respect to student records"

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

Ayes—8; Noes—0.

Director De Bruin moved to amend the recommendations by inserting "in accordance with the visitation guidelines set forth below" after the word "school" at the end of the third paragraph.

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

Ayes—8; Noes—0.

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

Ayes—8; Noes—0.

* * * * *

(Item 4) Adoption of a Policy Regarding Student Sexual Harassment

Administration's Analysis

1. It is the policy of the Milwaukee Public School district to maintain an environment that is free from sexual harassment. The school district, therefore, prohibits any form of sexual harassment.

2. Currently, a policy pertaining to sexual harassment of adults is stated in Board policy GBAA-R. Included in Board policy GBAA-R is a statement pertaining to student sexual harassment.

3. The Assistant City Attorney has requested that a student sexual harassment policy be included in the information presented to students and parents in the *Parent/Student Handbook on Rights, Responsibilities, and Discipline.*

4. The requirements of federal regulations Title IX, Section 106.31, demand that a sexual harassment policy be in place and that the district educate its staff and students on the policy and procedures related to sexual harassment.

Strategic Plan Compatibility Statement

5. The recommendations under this proposal are consistent with Board Goal Number 1, Student Achievement–school climate and student involvement/ empowerment.

Statute, Board Policy or Rule Statement

6. The proposed policy is referenced to Board policy GBAA-R, Federal Regulation Title IX, Section 106.31.

Fiscal Impact Statement

7. This item has no fiscal impact.

Implementation and Assessment Plan

8. The proposed policy will be included in the Parent/Student Handbook on Rights, Responsibilities, and Discipline.

9. The Policy Manual of the Board of School Directors will be modified to include a file designated for the student sexual harassment policy. The sexual harassment policy found in Section G, File GBAA-R, will continue to include a statement on student sexual harassment. Section J, Student Policies, will also include a file on the student sexual harassment policy.

10. Attention will be given to the student sexual harassment policy via speaker(s) at an early principals' meeting with further notification in the Principals' Bulletin.

Superintendent's recommendations

1. That the Board adopt the following policy:

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct of a sexual nature.

It shall be a violation of this policy for any student, teacher, administrator or other school personnel of the district to harass a student, teacher, administrator or other school personnel through conduct or communication of a sexual nature as defined by this policy.

COMPLAINT PROCEDURES

A. Sexual Harassment By Another Student:

Step One - Any student who feels she/he has been subjected to sexual harassment by another student must contact her/his principal or the gender equity coordinator in her/his school, who will act as a mediator. The school gender equity coordinator will meet separately with each individual involved in the complaint. Then, a group session between the parties involved in the complaint will be held in an effort to resolve the complaint on an informal basis.

The informal mediation shall continue for a period of no more than 30 days or until resolution is achieved, if that is less than 30 days. When the school gender equity coordinator can resolve the complaint informally, no disciplinary action will be taken. A confidential record of the proceedings in the informal procedure will be maintained at the school. (See attached: Report of Sexual Harassment Suffered By A Student form)

If during the period of mediation and/or following the 30 day period of mediation, the sexual harassment continues or if the harassment creates a fear of further assault to the victim, the perpetrator of the sexual harassment should be reported to the Division of Parent/Student Services for disciplinary action.

Step Two - Following the period of 30 days, should mediation efforts at the local level fail, or in the event that the alleged offender does not follow through with the resolution agreed upon, and the complaint remains unresolved, the complainant may contact the central office administrator designated as the gender equity coordinator for further resolution.

Written response from the district gender equity coordinator will be forwarded to the complainant within 10 days, with a copy sent to the school gender equity coordinator.

Step Three - If after appeal, up to and including the district gender equity coordinator, the complainant feels that an equitable solution has not been reached, a written letter to the Board of School Directors may be initiated. The request to be heard before a committee of the Board should be addressed to:

The Board of School Directors
c/o Director, Office of Governance
Milwaukee Public Schools
5225 W. Vliet St. - P.O. Box 2181
Milwaukee, Wisconsin 53201-2181

Complainants may also contact:

United States Department of Education, Office for Civil Rights
Regional Office V
300 South Wacker Drive
Chicago, Illinois 60606
(312) 353-2520

B. Harassment by Employees or Private Citizens

1. Any student who feels she/he has been subjected to sexual harassment by any MPS employee or private citizen must contact her/his principal or the gender equity coordinator. Such allegations will be

handled under the misconduct procedures of the appropriate collective bargaining agreement or reported to the appropriate authorities.

The district will act to investigate all complaints, either formal or informal, verbal or written of sexual harassment and to discipline or take appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this policy.

2. That Section J of the Policy Manual of the Board of School Directors be modified to include a file designated for the student sexual harassment policy.

3. That the Superintendent designate a central office administrator to serve as the gender equity coordinator for student harassment complaints.

4. That a voluntary gender equity coordinator be designated at every school.

5. That the administration in all schools in the district be directed to inform all staff and students of the adoption of the Student Sexual Harassment Policy and provide an orientation with information regarding the definition of sexual harassment, as well as the complaint procedures to be followed.

6. That the "Discipline Chart" of the Parent/Student Handbook on Rights, Responsibility, and Discipline include sexual harassment as one of the Examples of Conduct that Violate Expectation in the categorical section Protection of Physical Safety and Mental Well-Being Non-Criminal Acts.

Examples of Conduct that Violate Expectations	Definition	Discipline Action Level Minimum Maximum
Sexual Harassment	Unwelcome sexual advances, request for sexual favors, sexually motivated physical conduct or other verbal conduct or communication of a sexual nature	1* 3*

*Key: Level 1 Conference/Intervention
Level 2 Suspension
Level 3 Referral to the Division of Parent/Student Services
Level 4 Expulsion Recommendation

Director Small moved to approve the Superintendent's proposed policy.

Director Lucey moved to amend the first paragraph to add "that would be offensive to a reasonable person" after the words "sexual nature".

Director De Bruin moved to postpone consideration until the next meeting in order to get an opinion from the City Attorney.

The motion to postpone failed of adoption on the following vote:

Ayes—Directors De Bruin and O'Neil—2.

Noes—Directors Johnson, Lucey, Sinicki, Small, Todd and President Bills—6.

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

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Todd and President Bills—7

Noes—Director Small—1.

Director Lucey moved to amend the policy to delete step three from Part A.

The amendment was adopted on the following vote:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil and President Bills—5.

Noes—Directors Sinicki and Small—2.

Temporarily absent—Director Todd—1.

Director Lucey moved to amend the recommendation to substitute "sexual harassment policy coordinator" for "gender equity coordinator".

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

Ayes—Directors Johnson, Lucey and O'Neil—3.

Noes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

The question being on adoption of the policy as amended, it was adopted, the vote being as follows:

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

Noes—None.

* * * * *

(Item 5) Award of Contracts

The Superintendent recommends the following contract awards:

CONSTRUCTION INSPECTION FOR ADA COMPLIANCE WORK
Toki & Associates, Inc., and Barton Malow Company to jointly provide construction inspection services at 3% of the construction cost, estimated at $3,830,000, for a total estimated cost of..... $114,900

ADA COMPLIANCE WORK—BID PACKAGE 2
Division 6—Facilities and Maintenance Services
B & D Contractors, Inc., sole bidder, base bid of 222,445

Division 9—Sarah Scott Middle School
B & D Contractors, Inc., low bidder, base bid of..... 72,404

Director O'Neil moved to suspend Board Rule 2.09 and approve the Superintendent's recommendations.

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

Ayes—8; Noes—0.

* * * * *

(Item 6) Award of Contract to Teachers' College, Columbia University for the National Urban Alliance Project

Administration's Analysis

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

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

Facilitates consensus on a new definition of basic skills that includes comprehension and higher order cognitive processing.

Develops a climate of high expectations and promotes assessment of student achievement that informs and strengthens instruction.

Establishes school-university partnerships aimed at bringing the best of cognitive research and practice into the classroom.

Assists the school community in developing and nurturing an environment for positive change.

2. The Milwaukee project within the National Urban Alliance for Effective Education is in its fifth year of successful operation. Money is included in the Chapter 1 Schoolwide and Chapter 1 Instruction budgets of the Department of Curriculum and Instruction for implementation of the project during the 1994-95 school year.

The 17 schools that participated in the NUA program during the past four years were funded by the Milwaukee School Board and have reported significant changes in their approaches to teaching.

The following new and continuing schools will participate in the NUA staff development program funded under Chapter 1 during the l994-95 school year. These schools have requested that they be included in the program using schoolwide Chapter I funds.

Auer Avenue Elementary School
Clarke Street Elementary School
Douglass Elementary School
Forest Home Elementary School
Garden Homes Elementary School
Green Bay Avenue Elementary School
Hopkins Street Elementary School
Kagel Elementary School
Keefe Avenue Elementary School
Kluge Elementary School
LaFollette Elementary School
Lee Elementary School
McNair Elementary School
M & M Elementary School
Palmer Elementary School
Pierce Elementary School
Siefert Elementary School
Story Elementary School
Thirty-seventh St. Elementary School
Twenty-seventh St. Elementary School
Vieau Elementary School
Wheatley Elementary School
Philipp Elementary School
Malcolm X Middle School

Since the program offers several large-group staff development sessions coupled with on-site visitations by the consultants, it provides a service not available elsewhere through a bidding process.

Teams of teachers from some of the original schools are doing inservice sessions in other schools within MPS and have also been invited by the National Urban Alliance to make presentations to other

school districts. Core teams of teachers trained during the first cycles have provided inservice to their

school staffs. Several teachers who were trained in the NUA model are offering a staff development workshop on comprehension, cognition, reading, and writing connections. Some of the teachers from the first group of schools are serving as mentors for teachers in the new group of schools.

3. Evaluation of the program is multi-faceted. First, participants are each expected to maintain a professional development portfolio in which they set goals in five areas--personal goals, professional goals, collaborations, student learning profiles, and systems designs. Samples of students' work and teacher self-reflections in the portfolio are among the concrete artifacts used to assess or measure formative professional growth at the beginning of each large-group session. Second, the core teams from each of the schools are assessed for the amount of systemic change they bring to their schools' culture as a result of professional empowerment and administrative support. Two measures for assessing growth will be the degree to which these core team members collaborate in setting project goals for their schools and in sharing cognitive-based strategies with their entire staffs during faculty meetings and at-site staff planning sessions. Third, at the last large-group session scheduled for May, 1995, all project participants will engage in a summative assessment of the progress made during their first, second or third year in the project by bringing concrete examples of students' work reflecting cognitively-based instruction such as graphic organizers, learning logs or journals, and learner portfolios.

Strategic Plan Compatibility Statement

4. The National Urban Alliance for Effective Education (NUA) staff development model supports several of the Board goals, specifically:

Board Goal 1, Academic Achievement

- K-12 Teaching and Learning Process
- School to Work Transition
- Staff Empowerment
- Parent Support and Involvement
- Community Support and Involvement
- Technology
- Student Involvement/Empowerment

Board Goal 2, Equity

- Increase expectations for achievement of all students
- Provide equitable distribution of financial resources across schools
- Provide equitable access to technological resources

Statute, Board Policy or Rule Statement

5. Board policy requires all outside contracts for staff development to be approved by the Board.

Fiscal Impact Statement

6. Full implementation of this project will require an investment of $290,800 of Chapter 1 funds that have been allocated in the 1994-1995 budget.

Implementation and Assessment Plan

7. The plan to provide staff development was based on a needs assessment conducted in the spring 1994. All other NUA staff development activities will be evaluated using formal/informal procedures.

Superintendent's recommendation

That approval be given to enter into a contract for $290,800 with the National Urban Alliance for Effective Education (Teachers' College, Columbia University, with principal offices at 525 West 120th Street, New York, New York 10027).

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7

Noes—Director O'Neil—1

* * * * *

(Item 7) Contingent Fund Transfer for UW-Milwaukee Labor Market Study Project

Administration's Analysis

1. The Milwaukee Public Schools is being asked to become a partner in a Labor Market Study Project. This is an intergovernmental project focusing on the community's labor market. The project is co-sponsored by the City of Milwaukee Fair Housing and Employment Commission, Milwaukee Area Technical College, Metropolitan Milwaukee Sewerage Commission, Private Industry Council of Milwaukee County, and the University of Wisconsin-Milwaukee.

2. A series of reports have been prepared as a part of this project regarding occupational changes and growth in the Milwaukee area, the track record of private sector companies which have diversified their work force and the number of companies which have not, job vacancies in the Milwaukee area and requirements for those jobs, and background of central city residents looking for jobs.

3. This year's survey of central city residents raised questions about job seekers' interest in construction jobs and the availability of private transportation in the household. The Fair Housing and Employment Commission plans to use this data to further its use of city public works contracts to increase central city employment.

The Labor Market Study Project plans to survey employers semi-annually to determine job vacancies, fields where additional trained workers are needed, and disparities between numbers of labor force participants seeking work and jobs available. Central city households will be surveyed annually with focus on areas of special interest to government partners.

4. The school district has been exploring intergovernmental partnerships that would benefit our students and their families. As a partner, MPS could use the project's data in relationship to our school to work plan and youth apprenticeship program, to obtain youth employment data, to assist in ensuring diversity in the school district's award of contracts, and possibly to assist MPS in the area of human resource management and equal employment opportunity.

Strategic Plan Compatibility Statement

5. MPS' partnership with this project would support Board Goal 1, Academic Achievement through the strategic objectives related to school to work and community support and involvement. The Board has indicated an interest in participating in more intergovernmental projects that would benefit our students and their families.

Statute, Board Policy or Rule Statement

6. There is no specific Board policy regarding intergovernmental partnerships. The action indirectly supports the Board's policies on school to work, youth apprenticeship, equal opportunity employment, and historically underutilized business.

Fiscal Impact Statement

7. The annual cost of MPS becoming a partner in the Labor Market Study Project is $15,000. A contingent fund transfer would be necessary to fund this. A fiscal note is attached.

Implementation and Assessment Plan

8. If the Board agrees to become a partner in the project, the administration will work with UWM and the other intergovernmental partners to define more specifically how the project's surveys could best benefit MPS and address issues of particular interest to the school district.

9. The survey reports will be shared with the Board and distributed to appropriate MPS staff for review and consideration in decision making.

Superintendent's recommendation

That the Board authorize MPS' partnership in the Labor Market Study Project and approve a $15,000 contingent fund transfer to cover the cost of MPS' commitment to the project.

Director De Bruin moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director of Board Governance presented three 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 June 22, and June 27, 1995 at 10:00 AM and 2:00 PM.

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

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

Noes—Director Todd—1.

NEW BUSINESS

Director De Bruin moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.87(1)(e), for the purpose of discussing negotiation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:53 PM.

The Board reconvened in open session at 8:48 PM.

RESOLUTIONS

By Director Todd:

WHEREAS, King ranks as one of the lowest per pupil budget expenditure of all MPS high schools at $2,886.; and

WHEREAS, The highest per pupil budget expenditure is at $4,268, a difference of $1,382 or 47.9% of King's budget; and

WHEREAS, Intra district budget expenditure equality must be a goal of MPS; and

WHEREAS, King has become an asset to MPS and the city of Milwaukee through its merits and stunning victory at the academic decathlon; and.

WHEREAS, This budgetary and expenditure inequity has continued since its creation as a city wide magnet during the 1970s; and

WHEREAS, A 15 year deprivation has existed at King amounting to $20,730 ($1,382 x 15 = $20,730); and

WHEREAS, This deprivation has amounts to $5,528 over the 4 years of high school life for a typical student; and

WHEREAS, Continued deprivation of this magnitude is unconscionable and irresponsible and reinforces the image and reality of a dual school system; and

WHEREAS, Other high schools also struggle unjustly at this desperately insufficient budget level; now, therefore, be it

RESOLVED, That the administration prepare a budget that exhibits the reality of school expenditure equity for each school for implementation at the next round of budget meetings.

Referred to the Committee on Strategic Planning and Budget

By Director Todd:

WHEREAS, In January of 1993, over 90% of the school bus drivers at Lakeside Buses of Wisconsin signed cards asking to be represented by the Amalgamated Transit Union; and

WHEREAS, The employees have met with Lakeside on over 20 occasions since the Company recognized the Union; and

WHEREAS, The Company and Union agreed to all substantive issues for a labor agreement including wages, benefits and dispute resolution; and

WHEREAS, The employees ratified the proposed agreement; and.

WHEREAS, Management added a new issue to the bargaining table AFTER the contract was ratified; and

WHEREAS, Management demands that the Union organize 1,000 additional transit workers before they will honor their agreement; and

WHEREAS, Management's demands are impossible, unfair and illegal; and

WHEREAS, The Union has filed unfair labor practice charges with the National Labor Relations Board; and

WHEREAS, The Employer's past record of hostility to all employees who support the Union has been documented and

WHEREAS, The continued service provided to school students depends upon labor-management cooperation; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors urge whatever administrative steps may be necessary to encourage Lakeside to live up to the terms of the labor agreement that it reached with its employees.

Ordered placed on file.

The Board adjourned at 8:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 23, 1994

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

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small (6:09 PM), Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

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

August 19, 1994

MEETING NOTICE

Please take notice that the Milwaukee Board of School Directors will conduct a special meeting on Tuesday, August 23, 1994, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin 53208, to consider the recommendation of the Superintendent of Schools that the Board terminate an assistant principal with Milwaukee Public Schools who is now serving a probationary appointment in that position. The Board will suspend its rules to allow it to take final action at this meeting and it is contemplated that the Board will take final action at that time.

Please take further notice that the Board may convene in closed session pursuant to sec. 19.85 (1) (b) and sec. 19.85 (1) (c) of the Wisconsin Statutes, which authorizes such closed session for the following purposes:

19.85 Exemptions (1)
(b) Considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken. The notice shall contain a statement that the person has the right to demand that the evidentiary hearing or meeting be held in open session. This paragraph and par. (f) do not apply to any such evidentiary hearing or meeting where the employe or person licensed requests that an open session be held.
(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Finally, please be advised that subsequent to the closed session, the Board may reconvene in open session pursuant to the provisions of sec. 19.85 (2) of the Wisconsin Statutes to take final action on the recommendation of the Superintendent as set forth above.

Per order of the President of the
Milwaukee Board of School
Directors

NANCY R. NOESKE
Board Clerk

Director De Bruin moved to suspend Board Rules 2.31 and 2.35.

The motion prevailed, the vote being as follows:

Ayes—De Bruin, Johnson, Lucey, O'Neil, Sinicki and President Bills—6.

Noes—Director Todd—1.

Director Sinicki moved to ratify the Superintendent's recommendation to terminate Mr. Frank Walls.

The motion prevailed, the vote being as follows:

Ayes—De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small and President Bills—7.

Noes—Director Todd—1.

The Board adjourned at 6:42 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 1994

Special meeting of the Board of School Directors called to order by President Bills at 7:03 PM.

Present—Directors De Bruin, Johnson, Lucey, 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:

August 25, 1994

At the request of President Mary Bills, the Board of School Directors will hold a special meeting to discuss the State Superintendent of Public Instruction's Urban Initiative at 7:00 PM, Wednesday, August 31, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting immediately precedes the regular monthly meeting of the Board scheduled to be held at 8:00 PM this same evening.

NANCY R. NOESKE
Director

State Superintendent of Public Instruction John Benson addressed the Board on the Department's Urban Initiative.

The Board adjourned at 7:56 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 8:03 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd (8:25 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Lawanda Miller, who was killed by gunshot and David Hernandez, 9 years old, who took his own life.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

August 31, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors Albert E. Kagel School for being named winner of the U.S. Department of Education's Chapter I National Recognition Award. Kagel School was one of 91 schools nationwide awarded this distinction. In a letter to me, the U.S. Department of Education cited Kagel's schoolwide Chapter I project to be "unusually successful."

Four years ago, Kagel's school based management council decided to plan a Chapter 1 schoolwide project to meet the needs of its total school population. The school's project planning addressed the needs of students by setting forth goals and desired outcomes. Now in its third year as a schoolwide project, the school has identified and planned for the needs of its limited English proficient students, the needs of its parents, and the need to infuse technological resources into the curriculum.

On any given school day, students are engaged in individual as well as cooperative peer efforts in writing activities, such as journals, poetry, science observation recording, stories, essays, and lyrics; literature based activities such as discussions, art projects, drama, choral reading, and dance; and critical thinking activities such as problem solving, graphing, coding, mapping, and computer programs. The classroom teachers and Chapter 1 funded teachers work together in team teaching efforts to best meet the individual needs of students.

Kagel School considers parents one of the keys to the success of its Chapter 1 program. Over 3,800 hours of parent volunteer time was logged in last year. Parents are involved daily in the classrooms, in workshops with the school's parent coordinators, in Chapter I parent meetings, and are also active in after-school activities. The school's Parent Education Initiative brings parents in nightly and on Saturdays for ongoing courses in GED, computers, English as a Second Language, citizenship, mathematics, writing to

read, and strengthening families. Also offered are short term courses in family budgeting, sewing,

communicating with and understanding teenagers, encouraging children to read, and helping your child at home. The school collaborates extensively with community agencies in providing these courses.

Kagel School has been successful in increasing the academic achievement of its students. Recently, it has been identified as one of the Milwaukee Public Schools high achieving schools for meeting or exceeding the Board goals in all, or all but one, of the accountability measures. The percent of Kagel's third grade students who scored above the performance standard in the Wisconsin Grade 3 Reading Test increased from 85% in 1991-1992 to 92% in 1993-1994. The school also made gains from 1992-1993 to 1993-1994 in the fourth grade writing sample, fifth grade writing sample, and the fifth grade ITBS mathematics.

I would ask that the Board of School Directors and the entire school community join me in recognizing Kagel School for its achievements.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

August 31, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim and Claim filed against the Clerk of the Milwaukee School Board by Mr. James Christen, attorney, on behalf of John Kondos, an adult, who allegedly sustained personal injuries while walking on the playground at the Wilbur Wright Middle School on April 3, 1994.

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 this claim be disallowed.

Therefore, I recommend that the Board disallow the abovementioned claim and place it on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimant a period of six months in which to bring suit, if he so desires.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

On the motion of Director Small, the claim was disallowed, the vote being as follows:

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

Noes—None.

(Item 3)

August 22, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: ADMINISTRATIVE APPOINTMENT

I recommend that the following individual be appointed to the classification indicated, effective upon assignment following approval by the Board:

(r)	Betty Mitchell	Head Start Nutrition Coordinator	Schedule HI, Range 3C $27,000

r - Resident

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director De Bruin moved to approve the Superintendent's recommendation.

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

Ayes—7; Noes—0.

(Item 4)

August 31, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

In calculating the number of positions available in the Kindergarten Day Care Program, the charge back costs were inadvertently omitted. This resulted in the miscalculation of slots for LaCausa and Carter Day Care Centers. LaCausa and Carter were originally told that they would have 66 slots each; however, they will only have 60 slots each. The centers have been notified of this error.

It is recommended that contracts to be awarded to agencies to provide and fill allocated FIE (K-5's or K-4's) be amended to indicate 60 slots ($207,000) for Carter Child Development Center and 60 slots ($207,000) for LaCausa Day Care Center, Inc.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration with Item 2 of the Report of the Finance and Facilities Committee.

(Item 5)

August 31, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

As required by Wisconsin State Statutes Section 1 19.34 (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 1994 census is as follows:

1993 ANNUAL ENUMERATION OF CHILDREN RESIDING
IN THE CITY OF MIILWAUKEE
As of June 30, 1994

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	2,589	2,388	4,977	0	0	4,977
1	4,355	4,262	8,617	0	0	8,617
2	4,918	4,537	9,455	0	0	9,455
3	5,069	5,028	10,097	0	0	10,097
Total	16,931	16,215	33,146	0	0	33,146
4	5,409	5,213	10,622	1,928	495	8,199
5	5,432	5,110	10,542	5,369	1,288	3,885
6	5,200	5,136	10,336	7,675	1,920	741
7	5,281	5,066	10,347	8,199	2,001	147
8	5,214	5,097	10,311	8,162	2,108	41
9	5,190	4,912	10,102	8,023	2,056	23
10	4,838	4,677	9,515	7,561	1,924	30
11	4,831	4,678	9,509	7,472	2,015	22
12	4,756	4,547	9,303	7,156	2,119	28
13	4,647	4,586	9,233	7,211	2,004	18
14	4,710	4,460	9,170	7,194	1,934	42
15	4,432	4,329	8,761	7,053	1,629	79
16	4,027	4,084	8,111	6,494	1,475	142
17	4,056	3,826	7,882	6,199	1,353	330
18	3,695	3,907	7,602	4,716	1,567	1,319
19	4,175	4,024	8,199	3,040	2,302	2,857
Total 4-19	75,893	73,652	149,545	103,452	28,190	17,903
Grand Total	92,824	89,867	182,691	103,452	28,190	51,049

A copy of the census by census tract, age, and racial composition is available upon request.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

REPORT OF THE PERSONNEL AND NEGOTIATIONS COMMITTEE

Director Sinicki presented the following report for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Collective Bargaining Negotiations and Litigation Matters

Pursuant to the provisions of Wisconsin Statutes 19.85 (e) and (g), your Committee reports having retired to executive session to consider collective bargaining negotiations and litigation matters. Your Committee is prepared to report to the Board in executive session on matters discussed at the Committee meeting.

* * * * *

(Item 2) 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 presented a report to the Committee recommending the following appointments, promotions, return from leave and changes in status, effective as of the dates indicated.

Your Committee recommends that the following appointments, promotions, return from leave and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Judith Benz Urban Waldorf	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	08-22-94
Darlene Bergman School Safety	School Safety Assistant $14,780.48/yr. (Replacement for resignation)	05-26-94
Milo Lee School Safety	School Safety Assistant $14,780.48/yr. (New position)	05-31-94
Julia Viltz-Jackson Starms	Clerk Typist I $13,251.11/yr. (Replacement for retirement)	06-03-94
	PROMOTIONS	
Jeffrey Beckley Clarke	School Engineer II $34,703.24/yr.	06-13-94
Leslie Johns 37th	Food Service Manager II $12,666.91/yr.	04-26-94
James Kazmierski Wheatley	School Engineer II $34,703.24/yr.	06-13-94
John Lane Madison	Building Service Helper II $18,706.48/yr.	06-27-94

Name and Assignment	Position and Salary	Date
	PROMOTIONS, cont'd	
Virginia Miller Parkman	Building Service Helper II $18,706.48/yr.	06-27-94
Roena Mitchell EESSC	School Secretary I $18,270.72/yr.	07-04-94
Derral Quartman Edison	Building Service Helper II $18,706.48/yr.	06-20-94
Paul Roberts Garden Homes	School Engineer II $33,506.72/yr.	06-13-94
Terri Smith EESSC	School Secretary I $17,305.86/yr.	06-20-94
Timothy Stanton Milw. Trade & Tech.	Building Service Helper II $18,706.48/yr.	06-20-94
Katherine Webster Human Resources	School Secretary I $18,270.72/yr.	07-18-94
Kenneth Wilcox 38th	School Engineer II $34,703.24/yr.	06-13-94
	RETURNS FROM LEAVE	
Juana Ramirez-Perez South Division	School Secretary I $17,016.67/yr.	06-13-94
	CHANGES IN STATUS	
Jeanene Ashley-Torrence Brown	Clerk Typist I $12,551.33/yr.	06-06-94
Barbara Becton Chapter I	School Secretary I $23,189.66/yr.	06-27-94
Eileen Belling MHSA	School Secretary I $20,829.19/yr.	05-31-94
Kathleen Glembin Human Resources	School Secretary I $23,189.66/yr.	07-05-94
Lenouliah Jiles Garfield	Clerk Typist I $13,251.11/yr.	08-22-94
Marilyn Kontowski Student Services	Clerk Typist I $15,982.46/yr.	07-11-94
Joyce Schultz School & Comm. Serv.	Clerk Typist I $15,982.46/yr.	07-01-94

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, cont'd	
Jean Vitrano South Division	Clerk Typist I $13,251.11/yr.	08-29-94
Rosemarie Vokes School Safety	School Secretary I $23,189.66/yr.	06-20-94
Linda Williams School Nutrition	School Secretary I $23,189.66/yr.	07-11-94

* * * * *

(ITEM 3) Approval of Certificated Appointments - Teachers, School Social Workers and School Psychologists

Your Committee recommends that the following individuals be, and they hereby are, appointed to the classifications indicated, effective as of the dates indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between March 7, 1994, and March 17, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Diana T. Otto Upper Elem./English	B	25,472	1	03-11-94
	Effective between March 31, 1994, and April 20, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Mary Beth La Haye Elementary/Grade 5	BB	30,566	4	04-11-94
	Effective between May 4, 1994, and May 16, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Vickie M. Sanford Grade 1	B	24,259	0	05-06-94
	Effective between May 17, 1994, and May 27, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Carmen M. Conaway Tech Ed-Communications	B	24,259	0	05-24-94
(nr)	Susannah Q. Carey C D.	C	34,266	5	05-26-94
(nr)	Catherine M. Seelman Elementary	B	32,750	7	05-26-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between May 30, 1994, and June 13, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Mary Jo Chmielewski Elementary	B	$24,259	0	05-31-94
(r)	John G. Fails E. D.	B	25,472	1	05-31-94
(nr)	Kimberly J. Last Elementary	B	25,472	1	06-02-94
	Effective between May 30, 1994, and June 13, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Judith L. Mehta EC:EEN	B	29,111	4	06-06-94
(nr)	Barbel A. Ruppert Elementary	B	26,685	2	06-06-94
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Bashir Ahmad Mathematics/Physics	B	24,413	0	08-29-94
(nr)	Gether Ashton C. D.	B	24,413	0	08-29-94
(r)(a)	Ruth Aviles Upper Elem./Bilingual	B	25,634	1	08-29-94
(r)	Tami L. Baker EC:EEN	C	27,587	0	08-29-94
(r)	Erin K. Banach Elementary	B	25,634	1	08-29-94
(nr)	Veronda R. Bee English	B	24,413	0	08-29-94
(r)	Demetrios Begos Elementary	B	24,413	0	08-29-94
(nr)	Christine D. Bergan L. D.	B	24,413	0	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Vivienne B. Biddle Elementary	B	24,413	0	08-29-94
(r)	Gena L. Blakesley EC:EEN	B	24,413	0	08-29-94
(r)	Laurel S. Bryant EC:EEN	B	24,413	0	08-29-94
(nr)	Julie M. Burant-Nowatzki L. D.	B	24,413	0	08-29-94
(r)	Carolyn A. Casper Elementary	B	24,413	0	08-29-94
(nr)	Jesus Castellon Mathematics/Bilingual	BB	25,634	0	08-29-94
(r)	Connie M. Cole Elementary	B	24,413	0	08-29-94
(r)	Michelle M. Cotter Elementary	B	24,413	0	08-29-94
(nr)	Elmer J. DeMott E. D.	B	24,413	0	08-29-94
(nr)	Brenda L. Ellis Math/Computer Science	B	24,413	0	08-29-94
(r)	Robert P. Engle Art	B	24,413	0	08-29-94
(nr)	Jennifer R. Esser Upper Elementary	B	24,413	0	08-29-94
(nr)	Lynn M. Fagerness Elementary	B	24,413	0	08-29-94
(r)(a)	Susan M. Feagles EC:EEN	BB	28,197	2.2	08-29-94
(nr)	Kevin A. Feliciano Elementary	B	24,413	0	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Michelle L. Finch Elementary	B	24,413	0	08-29-94
(r)	Margaret M. Fish Art	B	24,413	0	08-29-94
(r)	William S. Frackelton English/Reading/Bilingual	B	25,634	1	08-29-94
(nr)	Martha L. Gensemer Upper Elementary	C	27,587	0	08-29-94
(r)	Andrea L. Graham Upper Elementary	B	24,413	0	08-29-94
(r)	Jeanne R. Grant Elementary	C	27,587	0	08-29-94
(nr)	Colleen R. Greatens C. D.	B	24,413	0	08-29-94
(r)	Julie M. Gross Elementary	B	24,413	0	08-29-94
(r)	Maureen A. Haig Elementary	B	24,413	0	08-29-94
(r)	Rebecca A. Halsey Speech Pathology	B	27,587	0	08-29-94
(r)	Linda A. Hamann Music	B	24,413	0	08-29-94
(r)	Linda L. Hamburg EC:EEN	BB	26,915	1	08-29-94
(nr)	Julie L. Hapeman Orientation/Mobility/Vision	C	27,587	0	08-29-94
(r)	Tiffany M. Harris Elementary	B	24,413	0	08-29-94
(r)	Julie L. Harycki Elementary	B	25,634	1	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Ali M. Hatab Elementary	B	24,413	0	08-29-94
(r)	Betty J. Herring Mathematics	B	30,516	5	08-29-94
(r)	Michelle M. Hindman EC:EEN	B	24,413	0	08-29-94
(r)	Michelle D. Hooper Elementary	B	24,413	0	08-29-94
(nr)	Jamie L. Hosking L. D.	B	24,413	0	08-29-94
(r)	Dana E. Hutchins-Watson Upper Elementary	B	24,413	0	08-29-94
(r)	Deborra A. Huyck Elementary	B	24,413	0	08-29-94
(nr)	Jennifer A. Ibsen Elementary	B	24,413	0	08-29-94
(r)	Kimberly D. Jefferson Elementary	B	24,413	0	08-29-94
(r)	Jill M. Johnson Art	B	24,413	0	08-29-94
(r)	Marcia C. Johnson Elementary	B	24,413	0	08-29-94
(r)	Dannette J. Justus Elementary	B	24,413	0	08-29-94
(r)	Mary A. Kapusta EC:EEN	B	24,413	0	08-29-94
(nr)	Matthew A. Keefe Spanish	B	24,413	0	08-29-94
(r)	Kathryn A. Kent Elementary	B	25,634	1	08-29-94
(r)	Colleen C. Krajcik Elementary	B	24,413	0	08-29-94
(r)	Nancy L. Large Elementary	B	25,634	1	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Darold Lawrence Upper Elementary	B	26,854	2	08-29-94
(r)	Nancy A. Lee Music	B	28,075	3	08-29-94
(r)	Linda L. Lemmen Upper Elementary	B	24,413	0	08-29-94
(r)	Veneta M. Leon-Guerrero Elementary	B	24,413	0	08-29-94
(nr)	Hillary M. Lindeen Upper Elementary	B	24,413	0.5	08-29-94
(nr)	Darice J. Lindsey Elementary	C	27,587	0	08-29-94
(nr)	Lesley M. Loehr C. D./K-9	B	24,413	0	08-29-94
(r)	Gail K. Logan Elementary	B	25,634	1	08-29-94
(r)	Tiffeny L. Luckett Elementary	B	24,413	0	08-29-94
(nr)	Diane G. Magnuson C. D.	B	24,413	0	08-29-94
(r)	Manuel A. Martinez Elementary	B	24,413	0	08-29-94
(r)	JoAnna L. Massoth Elementary/Bilingual	B	26,854	2	08-29-94
(r)	Brian J. McDorman Elementary	B	24,413	0	08-29-94
(r)	Lois A. McKissick Elementary	B	24,413	0	08-29-94
(r)	Barbara L. Mesropian Elementary	B	24,413	0	08-29-94
(nr)	Laurie A. Meurer Elementary	B	25,634	1	08-29-94
(r)	Susan M. Michalos Elementary	B	24,413	0	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(nr)	Matthew J. Montagne Elementary	B	24,413	0	08-29-94
(r)	Nola E. Morrell Elementary/Waldorf	B	24,413	0	08-29-94
(r)	Sandra K. Neberman EC:EEN	B	24,413	0	08-29-94
(nr)	Tyrone E. Nichols Elementary	B	24,413	0	08-29-94
(r)	Kathleen A. O'Laughlin Elementary/Waldorf	B	24,413	0	08-29-94
(r)(a)	Matthew R. Parlier Math/Computer Science	C	33,104	4	08-29-94
(r)	Judith A. Patrick Chemistry/BF Science	B	25,634	1	08-29-94
(r)	Cynthia Peppers Elementary	B	24,413	0	08-29-94
(r)	Julie A. Petrie Speech Pathology	B	24,413	0	08-29-94
(nr)	Julie A. Plank EC:EEN	B	29,296	4.5	08-29-94
(r)	Terese Robinson Elementary	B	24,413	0	08-29-94
(r)	Stephanie R. Roland Elementary	B	24,413	0	08-29-94
(nr)	Julie A. Ropers-Rosendahl Music	B	24,413	0	08-29-94
(r)	John R. Roubik L. D.	B	24,413	0	08-29-94
(r)	Lori J. Sandine EC:EEN	B	24,413	0	08-29-94
(r)	Virginia N. Scace Math/Computers	B	24,413	0	08-29-94
(r)	Karla J. Schoenung Elementary	B	24,413	0	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(nr)	Mary Anne S. Schultz Elementary	B	26,854	2	08-29-94
(nr)	Mari A. Shea Elementary	BB	25,634	0	08-29-94
(r)	Debra M. Sieger EC:EEN	BB	25,634	0	08-29-94
(r)	James Simmons Elementary	B	26,854	2.5	08-29-94
(nr)	Stephanie D. Sisson EC:EEN	B	24,413	0	08-29-94
(nr)	Dona M. Stout Elementary	B	32,958	7	08-29-94
(nr)	Gregory M. Stritchko Spanish	B	24,413	0	08-29-94
(nr)	Anthony P. Thompson Elementary	B	25,634	1	08-29-94
(r)	Dorinda L. Thompson Elementary	B	24,413	0	08-29-94
(nr)	Angela Thomson-Brenchley English/Dance	B	24,413	0	08-29-94
(nr)	Amy L. Tlachac Upper Elementary	B	24,413	0	08-29-94
(nr)	Carl E. von Estorff Elementary	B	31,737	6	08-29-94
(r)(a)	La Mont M. Walker Dental Hygiene	B	28,075	3	08-29-94
(nr)	Vera V. Walker English	B	24,413	0	08-29-94
(r)	Amy L. Walters L. D.	B	24,413	0	08-29-94
(r)	Laura L. Wellmuth Science/BF Science/Biology	B	24,413	0	08-29-94
(nr)	Yolanda Y. Wiley Instrumental/General Music	B	31,737	6	08-29-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
(r)	Ralph V. Williams, Jr. Elementary	B	26,854	2.5	08-29-94
(r)	Eric C. Wozniak Science	B	24,413	0	08-29-94
(r)	Renee Wright Elementary	B	24,413	0	08-29-94
(r)(a)	Kimberly K. Yardley EC:EEN	B	28,075	2.9	08-29-94
(r)	John M. Zablocki Elementary	B	24,413	0	08-29-94
(r)	Robert B. Zaharias Elementary	B	25,634	1	08-29-94
	School Social Workers - Schedule 02				
	Effective between August 22, 1994, and August 26, 1994, inclusive:				
(nr)	Lourdes Ocampo-Lewis Bilingual		34,692	0	08-22-94
	School Psychologists - Schedule 05				
	Effective between August 22, 1994, and August 26, 1994, inclusive:				
(nr)(a)	Rhondell B. Bennett		42,381	5	08-22-94
(r)	Patricia A. Cimperman		32,804	0	08-22-94
(nr)	Paula K. Cooper		32,804	0	08-22-94
(r)	Michael D. Crossot		32,804	0	08-22-94
(nr)	Denise D. Davis		32,804	0	08-22-94
(nr)	Patricia R. Graves		32,804	0	08-22-94
(r)	Cherie M. Horan		32,804	0	08-22-94
(nr)	Daniela A. Jaramillo		32,804	0	08-22-94
(r)	Todd A. Kalkoske		32,804	0	08-22-94
(r)	Lori A. Lepak		32,804	0	08-22-94

(nr)	Rae E. McClain	32,804	0	08-22-94

		Salary	Years of Experience Credit	Start Date
	School Psychologists - Schedule 05			
	Effective between August 22, 1994, and August 26, 1994, inclusive:			
(nr)	Becky L. Strey	32,804	0	08-22-94
(r)	Nancy K. Ulschmid	32,804	0	08-22-94
(r)	Mark N. Vincent	32,804	0	08-22-94
(r)	James A. Woyte	32,804	0	08-22-94

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

* * * * *

(Item 4) Approval of Administrative Appointments and Promotions

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

(r) Patricia Threat	Assistant Principal Muir Middle	Schedule III, Range 11D $47,668
(r) Bridget Hartney	Assistant Principal Douglass Elementary	Schedule III, Range 10D $54,828
(r) Cynthia Jones	Assistant Principal 37th Street Elementary	Schedule III, Range 10D $49,311
(nr)Woodrow Anderson Jr.	Accountant I	Schedule III, Range 3A $33,500
(r) Esther Kalmerton	Accountant I	Schedule III, Range 3A $33,476.30

(nr) Non-resident
(r) Resident

* * * * *

(Item 5) Approval of Certificated Leaves of Absence

Your Committee recommends that the following leaves of absence be, and they hereby are, granted effective as of the dates indicated:

Illness Leave, to June 1994:

Beverly Levin	Hopkins	March 8, 1994
Ellen Parr	Fernwood	February 16, 1994

Maternity Leave, to June 1995:

Laura Hardy	On Leave	August, 1994

Personal Leave, to June 1995:

Deborah Borkin	EESS Center	August 1994
Janet Domask	MEC	August 1994
Foyne Mahaffey	38th Street	August 1994
Cynthia Marino	Prof. Dev. Center	August 1994
Katherine Staff	EESS Center	August 1994

Sabbatical Leave, to June 1995:

Joan Brunn	Lincoln Middle School	August 1994
Billie Davis	Townsend	August 1994
Henry Kranendonk	King High School	August 1994
Stella Montoya	Edison	August 1994
William Rawles	South	August 1994
Karen Ruehl	Greenfield	August 1994

Study Leave, to June 1995:

Patricia Kolberg	On Leave	August 1994
Bonnie Sederholm	MHSA	August 1994

Extension of Illness Leave, to June 1994:

Barbara Etim	On Leave	February 17, 1994

Extension of Illness Leave, to January 1995:

Joseph Moore	On Leave	August 1994
Frank Shepich	On Leave	August 1994

Extension of Illness Leave, to June 1995:

Renee Burgess	On Leave	August 1994
Michael Pearson	On Leave	August 1994
Rebecca Ross	On Leave	August 1994
Marie Ruvolo	On Leave	August 1994
Juanita Sanders	On Leave	August 1994
Veronica Tinnen Stinson	On Leave	August 1994

Extension of Maternity Leave, to January 1995:

Mary Brueckner	On Leave	August 1994
Susan Johnson	On Leave	August 1994

Extension of Maternity Leave, to June 1995:

Patricia Czernicki	On Leave	August 1994
Deborah Gradian	On Leave	August 1994
Randall Haas	On Leave	August 1994
Michelle Hokenson	On Leave	August 1994
Jane Konkel	On Leave	August 1994
Cheryl Lindberg	On Leave	August 1994
Barbara Moeser	On Leave	August 1994
Susan Noelck	On Leave	August 1994
Mary Beth Smith	On Leave	August 1994
Lucille Spoerk	On Leave	August 1994
Jennifer Toetz	On Leave	August 1994
Nicki Usinger	On Leave	August 1994
Patricia Walsh	On Leave	August 1994

Extention of Paternity Leave, to June 1995:

Thomas Geil	On Leave	August 1994

Extension of Personal Leave, to January1995:

Christie Weiland	On Leave	August 1994

Extension of Personal Leave, to June 1995:

Robert Anderson	On Leave	August 1994
Donald Ernest	On Leave	August 1994
Blanche Hall	On Leave	August 1994
Sid Hatch	On Leave	August 1994
Cynthia Lowenstein-Kane	On Leave	August 1994
B. Marco O'Brien	On Leave	August 1994
Patrick O'Mahar	On Leave	August 1994
Catherine Rotello	On Leave	August 1994
Yolanda Vega Will	On Leave	August 1994

Extension of Study Leave, to January 1995:

Gale Michalski	On Leave	August 1994

Extension of Study Leave, to June 1995:

M. Lucia Cardosa	On Leave	August 1994
Cindrea Gosh	On Leave	August 1994
James Kaczmarek	On Leave	August 1994
Andrew Kasik	On Leave	August 1994
Michelle Lukacs	On Leave	August 1994
Cheryl Parchia	On Leave	August 1994
Debra Yost	On Leave	August 1994

* * * * *

(ITEM 6) Acceptance of the Report on Resignations

Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

Your Committee recommends that the Board accept the report.

Name	Position	Effective Date
Laura M. Anderson	Teacher	07-01-94
Derenda D. Bakken	Teacher	07-01-94
Jane M. Bamberg	Teacher	06-13-94
Jo Alice Bender	Principal	06-17-94
Joan R. Bennett	Teacher	06-13-94
Judith A. Boyajian	Teacher	06-13-94
Priscilla G. Butts	Teacher	06-13-94
Ericka E. Cipriano	Teacher	05-25-94
Gary B. Coplien	Administrator	09-30-94
Mark F. Czaplewski	Teacher	07-13-94
Mary A. Daugherty	Teacher	06-09-94
Marcella M. Derrell	Teacher	06-13-94
Anne K. Dhuey	Teacher	06-13-94
Kathleen E. Donnellan	Teacher	06-05-94
Marilyn R. Fischer	Teacher	06-13-94
Kathryn M. Fox	Teacher	05-23-94
Kathie A. Free	Social Worker	06-17-94
Therese M. Gigot	Teacher	06-13-94
Elizabeth C. Graser	Teacher	06-13-94
Lisa A. Grosz	Teacher	06-13-94
Ijoister Harris	Teacher	07-12-94
Kathryn M. Hietpas	Teacher	06-13-94
Judith A. Isakson	Principal	06-30-94
Muhammad A. Javeed	Teacher	06-21-94
Linda C. Jessie-Jones	Psychologist	06-17-94
Blanche M. Kaiser	Teacher	07-01-94
Richard A. Kaiser	Principal	06-24-94
Susan E. Kizaric	Teacher	06-13-94
Jennifer A. Klaus	Teacher	07-08-94
Denise G. McCarty	Teacher	06-23-94
Roger K. Mehlberg	Teacher	06-13-94
Lauren A. Mott-Smith	Teacher	06-13-94
Ellen G. Parr	Teacher	02-17-94
Susan M. Prater	Teacher	06-13-94
Elizabeth A. Pratt	Teacher	06-21-94
Phyllis J. Price	Teacher	06-13-94
William J. Quinn	Teacher	06-21-94
Lisa A. Regal	Teacher	07-09-94
Diana L. Ridao	Teacher	07-05-94
Judith L. Risser	Teacher	06-13-94

Name	Position	Date
Linda C. Robinson	Teacher	06-13-94
Dolores J. Schmitz	Teacher	06-13-94
Thomas R. Schwalbach	Teacher	06-01-94
David C. Scruggs	Teacher	06-13-94
Kimberly A. Steavpack	Teacher	06-24-94
Carol R. Topinka	Ass't. Principal	07-01-94
Jeffrey R. Tuler	Teacher Mentor	06-30-94
Tamara L. Vierkant	Teacher	06-13-94
Patricia M. Zbichorski	Teacher	06-30-94
Kelly J. Zimmermann	Speech	06-30-94

* * * * *

(Item 7) Adoption of a Resolution Permitting the Investment of MPS Supplemental Pension Plans Funds with the Wisconsin Retirement System's Public Employee Trust Fund (DOC: 945103)

The Superintendent advised your Committee that:

Administration's Analysis

1. The investment of funds held in trust under the two MPS supplemental pension plans covering teachers and administrators is restricted by Wisconsin Statute 66.04(2). The investments authorized by this statute do not efficiently support the needs of a pension plan as confirmed in an opinion from the City Attorney's Office. This statute restricts M & I, the investment manager, to investment in fixed income U. S. Government and Government Agency Securities. As of May, 1994, MPS pension plan assets are $16.1 million in the dedicated accounts, $6.8 million in the employee contribution account and $22.2 million in the non-dedicated accounts for total pension assets of $45.1 million.

2. During the last year, the administration reviewed options to prudently improve the investment return on MPS pension funds consistent with other public pension funds. Other public pension funds including the Wisconsin Retirement System ("WRS") have a more diversified and/or more aggressive strategic asset allocation which, in addition to fixed income securities, include stocks, real estate and other non-fixed income investment vehicles.

3. In an opinion dated May 9, 1994, the City Attorney confirmed that Chapter 40 of the Wisconsin Statutes permits the WRS Public Employee Trust Fund to accept assets from any separate retirement system covering employees of a political subdivision of the state such as MPS.

4. The only WRS fund open to MPS is the fixed retirement investment trust fund ("WRS Fixed Fund") with an asset allocation mix of domestic stocks, international stocks, fixed income, real estate and cash. This WRS trust fund is managed by the State of Wisconsin Investment Board ("SWIB").

5. To assist the administration and the Board in determining a prospective allocation of its pension plan assets to the WRS Fixed Fund, the services of Mercer Asset Planning, Inc. were retained. Mercer modeled the projected impact of allocating 0%, 25%, 50%, 75% and 100% of non-dedicated MPS plan assets to the WRS Fixed Fund. The results of the allocation modeling have been attached to the minutes of your Committee's meeting of August 16, 1994.

Strategic Plan Compatibility Statement

6. The recommendation to seek prudent improvement in the investment performance of MPS pension plan assets supports the Board's strategic objective of fiscal responsibility.

Statute, Board Policy or Rule Statement

7. Investment of MPS pension plan assets in the WRS Fixed Fund is permitted under Wisconsin State Statutes 40.02 (26), (28), (51), and 40.03(1)(n) and 40.04(3), (3)(a), in accordance with City Attorney

opinion letter dated May 9, 1994, which has been attached to the minutes of your Committee's meeting of August 16, 1994.

Fiscal Impact Statement

8. The investment of 100% of the non-dedicated MPS pension plan assets in the WRS Fixed Fund is projected to produce savings through improved investment performance of $1.6 million over a 5 year horizon and $7 million over a 10 year horizon.

9. Investment of MPS pension plan funds in the WRS Fixed Fund will produce reoccurring annual savings of approximately $34,300 due to reduced investment management fees.

Implementation and Assessment Plan

10. WRS requires that the Board adopt its standard resolution which would permit the Superintendent or his designee to start investment of MPS pension assets as soon as the first working day of the month following adoption of the resolution by the Board in accordance with Wisconsin Administrative Code State Statute ETF 10.12.

11. Investment of MPS pension plans assets in the WRS Fixed Fund will necessitate new financial reporting requirements because of the need for MPS administration to consolidate the financial statements received from WRS and M & I. MPS plan assets will continue to be accounted for by separate accounts for teachers and administrators as currently established.

Superintendent's recommendations

1. That the Board adopt the following resolution effective as of August 31, 1994 permitting the investment of assets from the MPS pension plans covering teachers and administrators in the WRS fixed investment retirement trust in accordance with the allocation mix recommended in the Mercer Asset Allocation Study.

2. That the Board authorize the Superintendent or his designee to liquidate MPS non-dedicated pension plan assets in accordance with the recommendations in the Mercer Asset Allocation Study and to instruct the investment manager, M & I, to use their discretion in timing of the liquidation to maximize the prices received.

RESOLUTION ACCEPTING THE PROVISIONS OF
WISCONSIN ADMINISTRATIVE CODE STATE STATUTE ETF 10.12
AND REQUESTING PARTICIPATION IN THE RETIREMENT TRUST

WHEREAS, Sections 40.03(1)(n) and 40.03(2)(q) of the Wisconsin Statutes authorize any separate retirement system to purchase shares of the fixed retirement investment trust or the variable retirement investment trust; and

WHEREAS, Wisconsin Administrative Code State Statute ETF 10.12 requires the governing body of each separate retirement system to request participation in the retirement trust by the adoption of a resolution accepting the provisions of Wisconsin Administrative Code State Statute ETF 10.12; and

WHEREAS, The Milwaukee Board of School Directors is interested in requesting participation effective on the first day of the month following approval by the Employee Trust Funds Board; now, therefore, be it

RESOLVED, By the Milwaukee Board of School Directors (the "School Board"), as the governing body of the Milwaukee Public Schools, that the School Board hereby accepts the provisions of Wisconsin Administrative Code State Statute ETF 10.12, and formally requests participation of its Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers and its Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan in the fixed retirement investment trust fund; and be it

FURTHER RESOLVED, That the Clerk of the School Board be and hereby is authorized and directed to forward a certified copy of this resolution to the Department of Employee Trust Funds; and be it

FURTHER RESOLVED, That the Superintendent of the School Board or his designee each hereby are authorized and directed to execute on behalf of the School Board any and all forms approved or required by the Department of Employee Trust Funds, execution of which is necessary or desirable to effectuate the intent of this Resolution.

Your Committee reports this item to the Board out of Committee without recommendation.

* * * * *

(Item 8) Approval to Offer Employee-Paid and MPS-Sponsored Group Long Term Disability Plan for ASC-Exempt Employees

The Superintendent advised your Committee that:

Administration's Analysis

1. MPS employees who are represented by collective bargaining units generally have access to long term disability benefits on a group or association basis arranged by their respective unions or on an individual basis. In both situations, the coverage is paid by the employee. These union sponsored plans generally do not cover MPS employees who are exempt from collective bargaining units.

2. Long term disability coverage provided under a group arrangement is typically more comprehensive and less expensive than coverage obtained on an individual basis.

3. MPS currently has 39 positions, excluding cabinet positions, which are exempt from the ASC. Employees in these positions do not have access to long term disability coverage on a group basis. The exception to this is if they were formerly members of the ASC. In which case, they would be permitted to continue their long term disability coverage under the ASC arrangement if they so elected.

4. In order to facilitate access to long term disability benefits for this group of employees who work in positions which exempt them from union representation, MPS recently obtained competitive quotes for an employee-paid plan. By offering this plan, MPS addresses an important income protection need. They will benefit from a group plan which offers broader benefits on a more economical basis than individual coverage.

5. MPS responsibilities under an employee-paid group long term disability program are that of a plan sponsor which includes payroll deduction, renewal negotiations, benefit administration, and other related tasks.

Strategic Plan Compatibility Statement

Does not apply.

Statute, Board Policy or Rule Statement

6. In February of 1992, MPS established an employee-paid group long term disability plan insured by Northwestern Mutual Life covering the Superintendent and employees holding cabinet positions. The competitive quotations obtained by MPS for ASC-exempts are comparable to the plan covering cabinet employees. To date, the most competitive quote for this benefit level was received from Northwestern Mutual Life.

Fiscal Impact Statement

7. The premiums would be paid by the employee and MPS would facilitate payment through payroll deduction. It is estimated that related administrative duties will average 20-25 hours of staff time per year which will cost the Board less than $750 a year.

Implementation and Assessment Plan

8. In order to implement the employee-paid group long term disability program, 75% of the eligible members must participate. Enrollment is proposed during the month of September with an effective date no later than November 1, 1994.

Your Committee recommends that the Board approve offering an employee-paid and MPS sponsored group long term disability plan covering employees in ASC-exempt positions, which would be contingent upon obtaining the requisite 75% participation.

* * * * *

(Item 9) Annual Approval of Salary Schedules (DOC: 945105)

The Superintendent advised your Committee that:

Statute, Board Policy or Rule Statement

1. Wisconsin Statutes 119.40 provide as follows:

119.40 Salary Schedules. (1) (a) Annually, the board shall establish a schedule of salaries for all classroom teachers, not including principals and vice principals, in the schools of the city.

(b) Annual, the board may establish one or more schedules of salaries for all its employees not covered under par. (a).

(2) All schedules of salaries annually fixed by the board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the board.

2. The following specific proposals are submitted by the Superintendent with the recommendation that they be adopted for the 1994-1995 budget year. Included are the salary schedules affected by the agreements with the employee organizations previously acted upon by the Board, and other per hour, per diem and per session schedules for part-time personnel not included in bargaining agreements.

3. The following agreement expired June 30, 1993: Schedule 5 - School Psychologists.

4. The following agreement expired March 31, 1994: Local 1616 (Part-time Recreation Workers).

5. The following agreements will expire June 30, 1994: Schedule A (Clerical, Office, and Technical), Schedule C (Material Handlers and Truck Drivers), Schedule D (Construction Inspectors, Designers, and Draftsmen), Schedule F (Miscellaneous Facilities and Maintenance Services Classifications), Schedule H (Data Processing and Related Personnel), and Schedule I (Instructional Resource Personnel).

Committee recommendations

Your Committee recommends:

1. That the following salary schedules be reaffirmed (previously approved by the Board):

A. Salary Schedules for Certificated, Administrative, and Supportive Personnel

a. Schedule 1 - Teachers and Community Recreation Specialists

b. Schedule 2 - School Social Workers

c. Schedule 3 - Administrative Personnel in Schools and Central Office

d. Schedule 4 - Supportive Personnel - Certificated and Classified - Substitute Teachers, School Accountants/Bookkeepers, and Educational Assistants (formerly School Aides).

e. Schedule 5 - School Psychologists (Negotiations in progress. 1993-94 and 1994-95 rates will be submitted for approval upon settlement.)

B. Salary Schedules for Classified Personnel

a. Classified Schedule A - Clerical, Office, and Technical (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

b. Classified Schedule B - Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel: Interest arbitration has been completed. The 1992-1993 and 1993-1994 rates will be implemented for the September 9, 1994, payroll. Negotiations in progress for 1994-1995 rates which will be submitted for approval upon settlement.

c. Classified Schedule C - Material Handlers and Truck Drivers (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

d. Classified Schedule D - Construction Inspectors, Designers, and Draftsmen (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

e. Classified Schedule E - Plant Operations Personnel, Operating Engineers, Building Service Helpers, Service and Maintenance Custodians and Laborers (Negotiations in progress for Local 150 and Building Service Helpers. 1994-1995 rates will be submitted for approval upon settlement.)

f. Classified Schedule F - Miscellaneous Facilities and Maintenance Services Classifications (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

g. Classified Schedule H - Data Processing and Related Personnel (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

h. Classified Schedule I - Instructional Resource Personnel (Negotiations in progress. 1994-95 rates will be submitted for approval upon settlement.)

i. Recreation Schedule 9 - Playground Laborers (Negotiations in progress. 1994-1995 rates will be submitted for approval upon settlement.)

C. Rate Schedule for Per Diem, Per Instructional Hour, Per Session Personnel

a. Recreation Schedule 6 - Activity Specialist

b. Recreation Schedule 7 - Per Session Employees

c. Recreation Schedule 8 - Municipal Recreation Athletic Officials

d. Schedule M - Instrumental Music Teachers and Helpers

e. Schedule O - Interscholastic Athletics

2. That the following customary salary resolution be adopted to comply with Section 2.32, Rules of the Board of School Directors, and Section 119.40, Wisconsin Statutes:

RESOLVED, That all salary schedules and related provisions amended by Board Action this evening be, and they hereby are, adopted for 1994-1995 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1993-1994, and which have not been amended be, and they hereby are, readopted for the 1994-1995, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1994-1995 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1993-1994 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1994-1995.

* * * * *

(Item 10) Annual Adoption of a Resolution Delegating the Board's Expulsion Authority to an Independent Hearing Panel

The Superintendent advised your Committee that:

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 1988-1989 school year, the Board utilized a panel made up of assistant superintendents. For 1989-1990 through 1993-1994, 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 1994-1995 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.

4. An analysis of expulsions for the 1993-1994 school year has been attached to the minutes of your Committee's meeting of August 16, 1994

Strategic Plan Compatibility Statement

5. The recommendation under this proposal is consistent with Board Goal 1, Student Achievement - school climate, parent support and involvement and community support and involvement.

Statute, Board Policy or Rule Statement

6. The proposed resolution regarding the Board Expulsion Authority, to an Independent Hearing Panel is referenced to:

*****Wisconsin State Statute 941.26(4)
*****Wisconsin State Statute 120.13
*****Board Policy JG: Student Discipline
*****Board Policy JGD: Student Suspension
*****Board Policy JGE-R: Student Expulsion
*****Parent Student Handbook on Rights Responsibility and Discipline

Fiscal Impact Statement

7. This item has no fiscal impact.

Your Committee recommends that the Board adopt the following resolution:

BE IT RESOLVED for the 1994-1995 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 1993-1994 be followed when hearing all cases of student expulsion; 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.

Your Committee further recommends that the administration report back to the Personnel and Negotiations Committee on the policy issues of providing or not providing services to expelled students and to the Strategic Planning and Budget Committee with a cost-benefit analysis and alternatives regarding the policy issues, both reports to be prepared in time for a decision to be made in November.

* * * * *

(Item 11) Authorization to Expand a Half-time Position of Grant Writer to a Full-time Position

The Superintendent advised your Committee that:

Administration's Analysis

1. Milwaukee Public Schools is undertaking a district-wide effort to increase the number of grant and foundation monies for the purpose of improving student achievement.

2. The Division of Research and Assessment had a half time grant writer during the second semester of the 1993-1994 school year. In order to fill the grant writer position and better meet the immense needs of the district, the Division of Research and Assessment requests permission to transfer internal funds to make the position full-time.

3. While some school personnel are skilled in grant procurement, others need training and support in writing effective grants. Principals and teachers have repeatedly expressed a desire for more grant writing support.

4. There is a strong need for districtwide coordination of grant writing efforts on behalf of schools and departments.

5. There are a great number of grant opportunities available to help the district fund innovative projects that would deepen and expand the reform efforts at both the system and school level.

Strategic Plan Compatibility Statement

6. The recommendations under this proposal are consistent with the Board's goal of FISCAL RESPONSIBILITY by securing available grant and foundation monies to support and enhance school programs.

7. With the acquisition of grant and foundation monies, schools will be able to implement innovative programs and provide better educational opportunities to all students, thus promoting student achievement and equity.

Statute, Board Policy or Rule Statement

8. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

9. By creating this position, the district will be able to secure monies for schools to develop innovative educational programs for students and teachers.

10. Expansion of the postion to full time will be accomplished with funds existing within the division by:

a) an internal transfer of $35,000 from part time certificated staff development and
b) a transfer of $13,500 to fringe benefits

Implementation and Assessment Plan

11. The position will be evaluated by the compensation committee before posting.

12. Assessment will be based on the grants secured for districts and individual schools.

Your Committee recommends that the Board authorize an increase in the current 0.5 grant writer position to full time status within the Division of Research and Assessment.

* * * * *

(Item 12) Authorization to Establish Positions to Implement the District's Technology Plan

The Superintendent advised your Committee that:

Administration's Analysis

1. The Board of School Directors approved the long-range Strategic Plan for Technology in September of 1993. The district will be implementing the second year of this technology plan during the 1994-1995 school year. Included in recommendations from the Strategic Plan for Technology was the creation of one new position and secretarial support.

2. Two new positions are being requested: School Technology Instructional Specialist and one Secretary I.

3. Funding for these positions was included in the technology initiative budget for FY95 approved by the Board of School Directors. However, these positions were not authorized by line item in the final budget.

4. Instructional technology is an important component of the Long Range Strategic Plan for Technology. Instructional technology can prepare students to utilize the tools and confront the challenges of the 21st Century, enable students to take increased responsibility for their own learning, and assist teachers in implementing the K-12 teaching and learning goals. The school technology instructional specialist will provide direct ongoing support to the infusion of technology in classrooms and library media centers and will coordinate technology curriculum development, mobilizing knowledgeable teachers as leaders and resources.

5. The school technology instructional specialist position is being created to carry out the functions described in the Curriculum Enhancement initiative found on pages V-37 to V-42 in the Strategic Plan for Technology report, which has been attached to the minutes of your Committee's meeting of August 16, 1994.

6. This request has received unanimous approval from the Executive Technology Review Committee which views staff support as a strategic resource crucial to the successful implementation of the district's technology plan.

Strategic Plan Compatibility Statement

7. The recommendations under the proposal are consistent with the Board goal for Technology. By having the coordination and leadership needed in the acquisition and use of technology for classrooms and media centers, schools will be able to implement technology more efficiently and equitably.

8. With the dissemination of technology information, principals and department heads will have better information with which to plan for the acquisition of hardware, software and staff development, thus

promoting fiscal responsibility. Equitable dissemination of technology resources throughout the district will enable all schools to implement the technology plan efficiently, thus promoting equity. Also, expansion of technology along with staff support will result in more efficient and effective implementation of the technology plan, thus promoting student achievement.

Statute, Board Policy or Rule Statement

9. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

10. The costs for the additional staff would be funded out of the Technology Plan Budget. By providing staff support, schools will move quickly toward expansion of technology use.

Expenditures

• Tentative Salary Cost for School Technology Instructional Specialist Position	$ 60,000
• Tentative Salary Cost for Secretary I Position	$ 23,000
• Tentative Benefits Cost for Two Positions	$ 31,540
• Tentative Other Costs (Part time Certificated, Consultant Services, Travel, Car Allowance, Publications/Periodicals, Duplicating, Office Equipment/Supplies/Software)	$ 73,460

Implementation and Assessment Plan

11. The Board's approval of these positions will result in the expansion of technology resources and staff development throughout the district.

12. The positions will be referred to the Compensation Committee for analysis.

Your Committee recommends :

1. That the Board authorize the creation of one professional position: School Technology Instructional Specialist and one Secretary I position. The School Technology Specialist and Secretary I will be located in the Division of Curriculum and Instruction.

2. That the Board authorize the allocation of funds to support the positions as indicated above.

* * * * *

(Item 13) Approval of Prevailing Wage Rates

The Superintendent advised your Committee that:

Statute, Board Policy or Rule Statement

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 12, 1962 (Proc., pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee

Building and Construction Trades Council, dated June 17 and July 12, 1994, have been attached to the minutes of your Committee's meeting of August 16, 1994.

Your Committee recommends:

1. That authorization be granted to pay the prevailing wage rates detailed in the above-mentioned communications in contracts with contractors and subcontractors.

2. That increases for MPS construction craftsmen be authorized as of the dates indicated on the above-mentioned communications.

* * * * *

(ITEM 14) Informational Reports

Your Committee reports having received informational reports from the Superintendent and the Director of Board Governance on the following matters. The reports have been made a part of the minutes of your Committee's meeting of August 16, 1994.

A. Affirmative Action Monthly Personnel Transaction Reports for June and July 1994.

B. Presentation and Review of the First Draft of the Proposed Update to the Board Policy Manual**.**

* * * * *

Separate consideration having been requested of Items 3, 4, 7 and 11, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 3, relating to teacher appointments, having been set aside for separate consideration, Director O'Neil moved to suspend Board Rule 3.12(4) and approve the appointments.

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

Ayes—7; Noes—0.

Item 4, relating to administrative appointments and promotions, having been set aside for separate consideration, Director Small moved to approve the appointments and promotions.

Director O'Neil requested separate consideration of the assistant principal appointments.

There being no objection, the request was granted.

The question being on the balance of the appointments and promotions, they were approved, the vote being as follows:

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

Noes—None.

The question being on the assistant principal appointments and promotions, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—Directors O'Neil and Todd—2.

Item 7, relating to the investment of supplemental pension funds, having been set aside for separate consideration since it was reported out of Committee without recommendation, Director Lucey moved to adopt the Superintendent's recommendations with an amendment deleting reference to the Milwaukee Board of School Directors supplemental early retirement plan for teachers.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 11, relating to expansion of a grant writer position, having been set aside for separate consideration, Director Lucey moved to adopt the report.

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

Ayes—8; Noes—0.

REPORT OF THE COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Small presented the following report for the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(Item 1) Adoption of a Policy Regarding Grade Changes at the Middle and High School Levels

The Superintendent advised your Committee that:

Administration's Analysis

1. At the June 29, 1994, meeting of the Board of School Directors, the Board took action to send back to the administration for further analysis and action its response to the resolution regarding procedures for addressing grade change requests at the middle and high school levels.

2. A policy has since been developed to assure the clarification for all staff of grade change procedures established within the school.

Strategic Plan Compatibility Statement

3. The recommended policy is consistent with Board Goal 1, Student Achievement.

Fiscal Impact Statement

4. This item has no fiscal impact.

Implementation and Assessment Plan

5. The Department of Educational Services will notify all middle and high school principals of this policy in writing prior to the beginning of the 1994-1995 school year.

Your Committee recommends that the Board adopt the following policy regarding grade changes at the middle and high school levels

Each middle and high school will establish a procedure on grade changes within the following guidelines:

- Any transcript changes should be made through the school in which the original grade was issued.
- The following documents should be retained within the respective school for a minimum of five years:
  - teachers' grade books
  - report card copies
  - six week reports
- Provision should be made to assure appropriate review within a school of any grades contested at any time during the school year, including the summer months.
- Faculty should be informed of the Board policy and school procedures at he opening of the school year.
- Each school's procedures should be available for review by the central administration or parents on request.
- Grade changes should be made ethically and in accordance with the school's procedures.
- The principal shall state in writing all reasons for any grade change. The statement shall be made a part of the personnel file of the teacher(s) involved, a part of the student’s records, and shall be maintained in a file containing all such grade changes at the school.

* * * * *

(Item 2) Adoption of a Policy on Supplemental Child Care for Students

The Superintendent advised your Committee that:

Administration’s Analysis

1. Individual elementary schools have been petitioned by parents, parent organizations and/or day care agencies to provide child care services. Currently no Board policies or Board rules exist pertaining to before and/or after school child care programs.

2. Beginning with the 1993 school year, after school child care programs were provided by private organizations at Honey Creek and Maryland Avenue Schools. In addition, the MPS Recreation Division also maintained after school child care programs at Manitoba and Zablocki Schools.

3. A written agreement had been drafted by the administration to meet the needs of the private providers, parents and school district. The agreement specifies the responsibilities of the district and the private providers in maintaining an after school child care program. An important provision of the agreement is in the area of insurance. Section 3.1 of the agreement provides for the requirement of various insurance provisions from the private providers. The agreement "Contract Agreement for Utilization of

Facilities for an After School Day Care Program" has been attached to the minutes of your Committee's meeting of August 17, 1994.

4. Section 4.1 of the Agreement Contract states that the after school child care program should begin from the first day of school and end on the last day of school and is not open on non-school days. It further states that child care providers need to initiate or renew their requests to offer their services on or before April 1st of each year. This is an important contract procedure so that sufficient time is available to notify parents prior to the end of the current school year that child care service will be available in the coming fall; parents can then plan accordingly.

5. It is also important that all parties know and understand that child care is to be provided on a fee-for-service basis and that minimum enrollment standards, as specified in the Contract (Section 4.2), must be maintained in order for child care service to be continued during the school year.

Strategic Plan Compatibility Statement

6. The administration's analysis is consistent with Board Goal 1, Student Achievement - Community Support and Involvement and Parent Support and Involvement.

7. The district is now reviewing the possibility of developing plans by which the Division of Community Recreation can provide after school child care programs at any or all schools which may need this service.

Statute, Board Policy or Rule Statement

8. Although the Board does not have a policy regarding supplemental child care for students, Section 120.125 of the Wisconsin Statutes does permit school districts to provide available space in schools for purposes of qualified before and after school child care programs.

Fiscal Impact Statement

9. Section 1.5 of the "Agreement Contract for Utilization of Facilities for an After School Day Care Program", developed by the administration, states that the district shall provide a multi-purpose room, table, chairs, and bathroom facilities. The district shall also provide normal custodial cleaning and maintenance.

10. All expenses relative to employees salaries, benefits and consumable supplies are provided by the private organizations. However, at sites where the MPS Recreation Division would provide the after school programs, the salaries of the staff would be absorbed through fees charged to the parents but the employee benefits of those salaries would be charged to the Extension Fund.

Implementation and Assessment Plan

11. Should the Board decide to adopt a policy on providing after school child care programs, the current provisions included in the "Contract Agreement for Utilization of Facilities for an After School Day Care Program" should be adhered to.

12. Due to the time elements and preparation needed to develop this type of program and inform principals, parents and child care providers, the Board should authorize this policy to be implemented in the 1995-1996 school year.

13. Should the Board authorize this as a district policy, the program should be evaluated after the 1995-1996 school year to determine if it continues to be monetarily feasible and if it meets the needs of the district and the community.

Your Committee recommends that the Board adopt the following policy regarding after school child care programs for MPS students:

That the Milwaukee Board of School Directors provide facilities for after school child care programs by contracting with private licensed child care providers or the MPS Recreation Division at the request

of the principal and/or the community. The child care providers would be bound by the contract

provisions included in the "Agreement" currently being utilized by the administration. MPS shall annually solicit proposals from child care agencies for the provision of such services.

* * * * *

(Item 3) Resolution by Director Todd regarding the Music Program at Lincoln Middle School of the Arts

Your Committee reports having considered the following resolution:

Resolution

At its meeting on June 29, 1994 (Proc., p. 100), the Board referred the following resolution, which was introduced by Director Todd, to the Instruction and Community Relations Committee:

WHEREAS, The vocal music department at Lincoln Center Middle School of the Arts has been abolished; and

WHEREAS, The band consists of less than 20% of the African American students; and

WHEREAS, The orchestra consists of less than 5% of the African American students; and

WHEREAS, The majority of the African American students, approximately 80%, receive their musical training through the vocal music department; and.

WHEREAS, Our African American students also have a genuine and sincere appreciation for all aspects of the arts; and

WHEREAS, America has been the recipient of a vast store of rich music which African Americans have contributed to the American culture including jazz, gospel, folk, blues, classics and spirituals; now, therefore, be it

RESOLVED, That the vocal music department be reinstituted at Lincoln Center Middle School of the Arts; and be it

FURTHER RESOLVED, That a greater enrichment program be instituted for multicultural students at Lincoln Center Middle School of the Arts.

Analysis by the Office of Board Governance

While there was some concern expressed earlier this year regarding the music program at the Lincoln Center Middle School of the Arts, the program has not been eliminated, and there is no intention to do so.

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 4) Informational Reports

Your Committee reports having received informational reports from the Superintendent and the Director of Board Governance on the following matters. The reports have been made a part of the minutes of your Committee’s meeting of August 17, 1994.

A. Report on the Development of an Educational Plan for South Division High School**.**

B. Presentation and Review of the First Draft of the Proposed Update to the Board Policy Manual.

* * * * *

Separate consideration having been requested of Items 1 and 2, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to a grade change policy, having been set aside for separate consideration, Director Small moved to adopt the policy.

Director Lucey moved to amend the item to added a bulleted item after the word "guidelines" to read "no grade may be changed by anyone other than the teacher who issued the grade except under extraordinary circumstances."

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

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

Ayes—8; Noes—0.

Item 2, relating to a policy on supplemental child care, having been set aside for separate consideration, Director De Bruin moved to adopt the policy.

Director De Bruin moved to amend the policy by deleting the sentence which begins, "The child care providers would be bound" and substitute, "The child care shall be provided on a fee-for-service basis, and that the provision of care during banking time hours and non-school days shall be considered during negotiations," and to add to the next to last sentence "comma, which may be amended to meet the needs of the school community including, among other things, providing care during so-called banking time hours and other non-school days."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

Director Johnson moved to amend the item to add that records be kept on:

1. Recruitment and/or solicitation efforts.

2. Applicants, demographic, and economic information. Participants, demographic and economic information.

3. Referral and results of other agency financial support.

4. An annual report be brought back to the Board during the budget development process, with the first report to come in October of 1995 and in February thereafter.

The amendment was adopted, the vote being as follows:

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

Noes—Directors Sinicki and Todd—2.

The question being on adoption of the policy as amended, the motion prevailed, the vote being as follows:

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

Noes—None.

REPORT OF THE COMMITTEE ON FINANCE AND FACILITIES

Director O'Neil presented the following report for the Committee on Finance and Facilities:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Finance and Facilities** presents the following report:

(ITEM 1) Award of Construction Contracts

Your Committee 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:

ADA COMPLIANCE WORK—BID PACKAGE 1—REBID

Division 1—Alcott School
Schultz Brothers, Inc., low bidder, base bid of $42,712 minus $12,442 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $28,820 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $59,090

Division 2—Milwaukee French Immersion School
Schultz Brothers, Inc., low bidder, base bid of $89,712 minus $13,314 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $35,688 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $112,086

Division 3—Hamilton High School
B & D Contractors, Inc., second low bidder, base bid of $219,689 minus $13,840 for mandatory alternate bid 1 to eliminate the removal and replacement of the stair handrails for a total contract of $205,849

Division 4—Honey Creek School
Giorgi Construction, Inc., low bidder, base bid of $82,500 minus $16,288 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $37,743 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $103,955

ADA COMPLIANCE WORK—BID PACKAGE 3

Division 5—Milwaukee Education Center
B & D Contractors, Inc., sole bidder, base bid of $109,450 minus $18,350 for mandatory alternate bid 1 to eliminate the removal and replacement of the stair handrails for a total contract of $91,100

Division 7—Twenty-first Street School
B & D Contractors, Inc., sole bidder, base bid of $78,300 minus $8,000 for mandatory alternate bid 1 to eliminate the removal and replacement of the stair handrails for a total contract of $70,300

Division 9—Barton Elementary School
Schultz Brothers, Inc., low bidder, base bid of $60,000 minus $13,000 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $27,000 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $74,000

Division 10—Bruce School
Schultz Brothers, Inc., low bidder, base bid of $100,000 minus $9,139 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $28,600 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $119,461

Division 11—Bryant School
Giorgi Construction, Inc., low bidder, base bid of $68,596 minus $16,334 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $33,600 for mandatory alternate bid 2 to include fire alarm replacement system for a total contract of..... $85,862

Division 12—Granville School
Schultz Brothers, Inc., low bidder, base bid of $70,000

Division 13—Muir Middle School
Schultz Brothers, Inc., low bidder, base bid of $170,000 minus $33,000 for mandatory alternate bid 1 to eliminate the removal and replacement of the stair handrails for a total contract of $137,000

Division 14—Thurston Woods Campus
Lupinski, Inc., low bidder, base bid of..... $53,427

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(Item 2) Award of Early Childhood Contracts to Day Care Centers

The Superintendent advised your Committee that:

Administration's Analysis

1. Since 1988 the Milwaukee Public Schools has been directed under Sec. 119.72, Stats., to contract with private, non-profit, non-sectarian day care centers located in the City of Milwaukee to provide early childhood education to four and five year olds who are residents of the city.

2. Under this program kindergarten programs have been established at seven day care centers located in the City of Milwaukee. The number of centers has increased since the beginning of the project in 1988-1989. It was anticipated that having a kindergarten program implemented within a day care setting would help to provide continuity of care for the young child enrolled in a K4 or K5 program.

3. In these programs, the kindergarten teacher is a certificated staff person hired by the Milwaukee Public Schools. As such, the teacher functions in the same way as other teachers in the Milwaukee Public

Schools. Most notably, they would follow a similar daily schedule as well as school year schedule. Day care staff would be 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. Under this program the sub-grantees will reimburse MPS for the partial cost of the MPS teacher assigned to the sub-grantee's site. Such reimbursement shall be in the amount of $38,000 and one-half of said amount for .5 teacher ($19,000). Payment shall be 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 8 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. State Funded Kindergarten Day Care Program supports and several of the Board goals, specifically:

- K-12 Teaching and Learning Process
- Staff Empowerment
- Parent Support and Involvement
- Community Support and Involvement
- Student Involvement/Empowerment

Board Goal 2, Equity

- Increase expectations for achievement of all students

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 $717,600. At no time shall sub-grantees 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.

Your Committee recommends that contracts be awarded to the following agencies to provide and fill allocated FTE (K5's or K4's):

Day Care Center	**1994-1995 Slots**	**Amount**
Carter Child Development Center	66	$227,700
LaCausa Day Care Center, Inc.	66	227,700
Silver Spring Neighborhood Ctr.	36	124,200
Urban Day I	20	69,000
Urban Day II	20	69,000
Total	208	$717,600

* * * * *

(Item 3) Authorization to Make a Sole Source Purchase for Planned Replacement of Equipment

Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following sole source purchase:

SS-0113 Optical Mark Scanner (Technical Services)..... $69,355
NCS (National Computer Systems) for the purchase of a machine to scan grades, student attendance tests and similar projects using optical scan "bubble" sheets. (The system also includes a stand, a microcomputer, software and a bar code reader as well as user training. The purchase price reflects a $4,000 discount for a trade-in. In addition to the purchase price, the Division of Technical Services will also pay for the monthly maintenance fee of $765.75.)

* * * * *

(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 the following Report of Revenues and Expenses as of June 30, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval. A detailed listing has been made available to Committee members under separate cover.

Your Committee recommends that the Board approve the report.

A. Statement of Revenues:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$0	$588,230,607	$592,345,920	$(4,115,313)	100.6%
Categorically Aided	55,657,430	13,805,535	69,462,965	65,126,652	4,336,313	93.7%
School Nutrition	23,981,846	0	23,981,846	22,480,334	1,501,512	93.7%
Construction	19,900,000	0	19,900,000	19,967,034	(67,034)	100.3%
Extension	$6,356,179	0	6,356,179	5,660,630	695,549	89.0%

B. Statement of Expenses:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$588,230,607	$7,577,700	$595,808,307	$585,797,069	$10,011,238	98.3%
Categorically Aided	55,657,430	14,731,386	70,388,816	65,936,361	4,452,455	93.7%
School Nutrition	23,981,846	15,083	23,996,929	21,775,730	2,221,199	90.7%
Construction	19,900,000	5,359,027	25,259,027	20,754,429	4,504,598	82.2%
Extension	$6,356,179	15,797	6,371,976	6,110,864	261,112	95.9%

(1) Represents Board approved transfers during fiscal year 1994 and appropriations for purchases encumbered in fiscal year 1993.

(2) Encumbrances and expenditures included through June 30, 1994 and payrolls through June 17, 1994.

(Item 5) Authorization to Accept Donations (DOC: 945120)

The Superintendent advised your Committee that the donations listed below had been offered.

Your Committee recommends that authorization be granted to accept the following donations, with appropriate acknowledgment to be made on behalf of the Board of School Directors:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Office of the Superintendent	American TV & Appliance	$60	Prize for Dinner with the Superintendent - AM/FM cassette player
	Ameritech	2,000	Dinner with the Superintendent
	Apple Computer, Inc.	1,500	Prize for Dinner with the Superintendent - Macintosh computer
	Beihoff Music Corp.	78	Prizes for Dinner with the Superintendent - six t-shirts
Office of the Superintendent	Bouchard's Sportswear	75	Prizes for Dinner with the Superintendent - three $25 gift certificates
	Coca-Cola Bottling Company	600	800 Coca-Cola drinks for Dinner with the Superintendent
	Coca-Cola Bottling Company	300	Dinner with the Superintendent
	Community Financial Service Center	350	Dinner with the Superintendent
	Elsa's on the Park	115	Dinner with the Superintendent
	Fan Fair Stores	576	Prizes for Dinner with the Superintendent - 72 caps
	The Great Circus Parade		Prizes for Dinner with the Superintendent - four grandstand seats to circus parade
	Grunau Company	500	Dinner with the Superintendent
	Johnson Controls	1,000	Dinner with the Superintendent
	Marcus Corporation	1,500	Prizes for Dinner with the Superintendent - 375 Marcus Theater tickets
	Marcus Corporation	750	Prizes for Dinner with the Superintendent - 375 food certificates
	McDonald's Corporation	800	Prizes for Dinner with the Superintendent - 400 sandwich certificates
	Metropolitan Milwaukee Association of Commerce	320	Dinner with the Superintendent
	Mike Hegan's Grand Slam USA	35	Prizes for Dinner with the Superintendent - two $10 certificates, 15 hitting coupons
	Milwaukee Brewers Baseball Club		Prize for Dinner with the Superintendent - Brewers Special Ticket Package
	Milwaukee Brewers Baseball Club		Prizes for Dinner with the Superintendent - baseball & holder, Brewers cap, 8X10 photo adult cardbook

Milwaukee Bucks	Prize for Dinner with the Superintendent - two tickets, attendant uniform, cap, other souvenirs

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
	Milwaukee County Zoo	150	Prizes for Dinner with the Superintendent - 25 zoo admission tickets
Office of the Superintendent	Milwaukee Mustangs		Prize for Dinner with the Superintendent - two hats, two tickets to game
	Milwaukee Public Museum	180	Prizes for Dinner with the Superintendent - 40 admission passes
	MPS Interscholastic Athletics/Academics	390	Prizes for Dinner with the Superintendent - one volleyball, two basketballs, three Brewers' t-shirts, one Brewers jersey
	Milwaukee Sporting Goods	80	Prizes for Dinner with the Superintendent - two gym bags, NFL football
	Milwaukee Wave Soccer Team	45	Prizes for Dinner with the Superintendent - two certificates for four Wave tickets, three Wave pennants
	Riverview Park and Waterworld	80	Prizes for Dinner with the Superintendent - four Riverview admission passes, four Pirates Cove passes
	Rotary Club of Milwaukee	1,000	Dinner with the Superintendent
	Soccer World	65	Prizes for Dinner with the Superintendent - two soccer balls, one mini soccer ball, soccer team baseball cap
	Target Store at Capitol Court	50	Prizes for Dinner with the Superintendent - $50 gift certificates
	UW-Milwaukee Intercollegiate Athletics	60	Prizes for Dinner with the Superintendent - one soccer ball, two baseball caps
	Walker Music, Inc.	400	Prizes for Dinner with the Superintendent - three CD players
	Wisconsin Gas Co.	2,000	Dinner with the Superintendent
	Wisconsin State Fair Park	1,400	Prizes for Dinner with the Superintendent - 350 State Fair admission tickets
Office of Crisis Prevention/Mediation	Banc One	200	For the SAFE for the Summer Program
	Billings Foundation	11,000	For the SAFE for the Summer Program
	Milwaukee Foundation Harry F. and Mary Franke Idea Fund	2,000	For the SAFE for the Summer Program
	Milwaukee Foundation Thelka P. Brumder Fund	2,000	For the SAFE for the Summer Program
Bell	Mr. and Mrs. Marcil	600	Tandy computer
	Wisconsin Bell	805	To purchase a FAX machine
	Sweetbush, Inc.	392	Assorted plants for Rain Forest exhibit
Clement	Clement Ave. PTA	2,138	Gymnasium sound system
Craig	Ms. Victoria Hamra	2,000	For school use
Doerfler	Doerfler PTO	5,000	Copy machine

Fernwood	Fernwood PTA	Campbell's labels	Headphones

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Grand Ave.	Grand Ave. PTO	476	8th grade commencement
Grantosa	Marquette University High School	100	Tonka trucks
Granville	Granville PTC	2,260	For school use
Greenfield	Greenfield PTA	1,875	For school use
Hamilton	Funds raised by school	4,314	For school use
	Jacobson Textron	6,000	Platemaker for Graphic Tech Printing class
	Funds raised by school	1,379	Computer printer
Hampton	Funds raised by school	2,727	For school use
Humboldt Park	Humboldt Park PTA	998	Copy machine
Kilbourn	Kilbourn PTO	70	Rug for library
	Kilbourn PTO	200	For 6th grade party
	Kilbourn PTO	100	For two pizza ovens
	Kilbourn PTO	50	For boat trip
Dr. King, Jr.	Bart Harris Photography, Inc.	250	For graduation
	Ethel Hood	50	To help purchase uniforms
Lady Pitts	Kiwanis Club of Wauwatosa	160	Toward award luncheon
	Omega Family Restaurant	150	Social skills luncheon
	Kiwanis Club of Menomonee Falls	160	Toward award luncheon
Lowell	Lowell PTO	292	Library books
MacDowell	Teresa Lohmeier	156	For school use
	Marshall Fields	250	For school use
Madison	Funds raised by school	5,800	Sound system for gym
Malcolm X	Ameritech	2,200	Student/staff incentives
	Industrial Electric Wire and Cable, Inc.	2,000	For school use
	Delta Memorial Endowment Fund, Inc.	200	For school use
Manitoba	Applied Power, Inc.	9,943	Multimedia Instructional Learning Center
	Ameritech	3,889	For school use
Maple Tree	Maple Tree PTO	150	Bowling for 4th grade students
Marshall	Booster Club	709	Library computer
Maryland	Anonymous donor	300	Student incentives
Milwaukee High School of the Arts	Marquette Electronics	6,000	Video library of fine arts
Milwaukee Tech	Wisconsin Industry Saving Our Environment	500	For school use
Mitchell	Milwaukee Plating Co.	300	R.I.F. Program
Morgandale	Morgandale PSO	3,494	Computer, printer, camcorder, batteries
	Morgandale PSO	505	Ellison letter cutter
Neeskara	Kern's Carpets, Inc.	100	Movie incentive
	Times Theater	undetermined	Movie incentive
Ninety-fifth	School	400	For school use
	95th PTC	1,513	Two secretarial chairs, 30 library chairs
Pulaski	Mike Chiaverina	300	83 Honda Accord for automotive program
River Trail	River Trail PTO	1,020	For school use
Sholes	Funds raised by school	190	Cordless microphone system
	Funds raised by school	1,000	8th grade completion

Thirty-eighth	James & Flo Pearson	50	Music keyboard fund
Thirty-fifth	Odom & Champagne	750	Graduation trip

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Thirty-first	31st PSO	146	Microwave oven
Vincent	Madiedo Podvrsan Rodrigo	500	1981 Volkswagen for auto shop training
	Donald Shebesta	2,400	1986 Oldsmobile Royale for auto shop training
	Danny Storey	1,500	1982 Chrysler LeBaron for auto shop training
Webster	Northwest Milwaukee Women's Club	553	For school use
Whitman	Whitman PTO	809	Software
	MPS Division of Transportation	5,000	10 IBM computers
Whittier	Whittier PTO	200	Student incentives
Wisconsin Ave.	Funds raised by school	890	For school use
.	Funds raised by school	600	For school use
TOTAL		**$117,722**	

* * * * *

(Item 7) Approval of an Amendment to the Board Policy Regarding the Transportation of Three- and Four-Year-Old Students

The Superintendent advised your Committee that:

Administration's Analysis

1. The Board approved the following recommendations at its meeting on March 30, 1994:

a) That the Department of Parent and Students will work with parents, schools and bus companies to implement the recommendations outlined in the report.

b) That the School Board revise the policy governing student transportation services to read: Elementary school pupils, grades K5-6, may be required to walk up to one-quarter of a mile to a school bus pick-up point. Students in grades K3-K4 will be picked up or dropped off at the closest, safe corner location to their residence.

c) That K-3 and K-4 students will not be dropped off unless they are met by a responsible adult or are met or accompanied by a sibling, or with the permission of the parent or guardian, are met or accompanied by a friend over the age of seven. Children who are not dropped off will be taken to a location for child care, the cost of which will be charged to the parent or guardian. Efforts are to be made to implement this recommendation with all due haste.

Recommendation c) was amended on motion by Director Lucey and approved with the following additional language:

"That before this service is implemented, the Department of Parent and Student Services will bring a report to the Board describing the fiscal implications and describing the measures the department will use to control abuse or prevent abuse of the service."

2.. The Department of Parent and Student Services, the Department of School and Community Services, school administrators and bus contractors have developed a set of procedures to implement the recommendations.

Collection of payments from parents or guardians, however, remains problematical. For this reason, the administration is proposing to amend to policy to allow for possible cancellation of bus service for repeated problems.

The procedures that have been developed are as follows:

• Schools will receive both pick-up and drop-off information for their bus routes. That way, schools can inform parents of the appropriate delivery time. The information will also appear on the parent notifiers sent in August.

• Special attention should be given to the verification process for accepting the child. The following steps are proposed:

a) All K3-K4 students will be required to wear on the bus a necklace with their name, address, i.d., phone number, etc. clearly displayed. PTS will supply the necklaces, and distribute them to parents. Blank copies will be available to the schools to use for late enrollees. Schools will be required to insure that K3-K4 students are wearing the necklaces and the information on them is accurate.

b) All K3-K4 students will be assigned seats in the front of the bus. Schools will be required to insure that the K3-K4 students are in their assigned seats. Each day, the school will give the bus driver a list of K3-K4 students riding the bus.

c) If a K3-K4 student has an older sibling riding the school bus, the school will inform the bus driver that the K3-K4 student can walk home with the sibling.

d) If there is no responsible person at the stop location, the driver will continue the route and the bus company will attempt to contact the parent/guardian. If unsuccessful, the bus driver will take the child to a designated MPS site. Staff at the site will complete an "Absence of Responsible Person Form". The child will not be transported until the parent contacts the school principal, and the principal reinstates the bus service for the child. **The principal will contact the bus company to reinstate service.**

e) If a parent receives three (3) "Absence of Responsible Person" notices in a year, bus service for that child can be canceled. PTS and the school principal will confer, and jointly decide what action will be taken.

3. The practice of issuing "Absence of Responsible Person" notices has been operational for many years as it relates to bus service for exceptional education and mid-day kindergarten students. The cancellation of bus services is only done after appropriate due process, and in conjunction with the principal.

Strategic Plan Compatibility Statement

4. The procedures are consistent with Board Goal 1 - Student Achievement - School Climate and Safety.

Statute, Board Policy or Rule Statement

5. The procedures established refer to Board Policy EEA: Student Transportation Services.

Fiscal Impact Statement

6. It is projected that the annual cost to administer the policy will be $35,000: $20,000 for a supervisor and $15,000 for transportation. Funds were included in the FY95 budget.

Your Committee recommends that the policy be amended as follows:

c) That K-3 and K-4 students will not be dropped off unless they are met by a responsible adult or are met or accompanied by a sibling, or with the permission of the parent or guardian, are met or accompanied by a friend over the age of seven. Children who are not dropped off will be taken to a location for child care~~, the cost of which will be charged to the parent or guardian~~. The child will not be transported until the parent

or guardian contacts the school principal, and the principal reinstates the bus service for the child. **The principal will contact the bus company to reinstate service.**

d) If a parent receives three (3) "Absence of Responsible Person" notices in a year, bus service for that child can be canceled, and $25.00 will be assessed for reinstatement to the program. PTS and the school principal will confer, and jointly decide what action will be taken.

e) Early childhood students are included in this policy.

* * * * *

(Item 8) Resolution by Director Todd regarding Building Modifications for Rufus King High School **(DOC: 945085)**

Your Committee reports having considered the following resolution:

Resolution

At its meeting on June 29, 1994 (Proc., p. 101-102), the Board referred the following resolution, which was introduced by Director Todd, to the Finance and Facilities Committee:

WHEREAS, The last bond referendum passed in Milwaukee in 1970 guaranteed the renovation and rehabilitation of Rufus King High School and the last two crucial phases have not been implemented; and

WHEREAS, As the Rufus King community now lacks access to a fully developed high school plant including networked computer laboratories, modern safe OSHA approved science laboratories, appropriately located theater facilities, technologically integrated library facilities, adequate band and orchestra rehearsal facilities, and Olympic sized pool; and

WHEREAS, The internationally acclaimed International Baccalaureate Program calls for technologically up to date and OSHA approved science labs, which do not exist at King; and

WHEREAS, The demands of the 21st century call for college bound students to be technically literate and the Rufus King facilities lack networked computer labs; and.

WHEREAS, It is essential for college bound students to be skilled in the use of modern technological library and research facilities which Rufus King lacks; and

WHEREAS, The arts (art, music, theater) are an integral part of board mandated graduation requirements and the Rufus King facilities are physically incapable of handling increased enrollment; and

WHEREAS, Rufus King is the only high school in the community area which lacks a swimming pool; and

WHEREAS, The support staff needs to be centralized for efficient use; therefore be it

RESOLVED, That the administration reactivate and update the architecturally drafted plans and implement the following changes for the 1995-1996 school year:

1) Networked computer labs complete with departmental and library stations.
2) Modern safe science labs meeting OSHA standards.
3) Updated arts facilities including suiting of theater, band rehearsal facilities, adequate art facilities.
4) Technologically linked library facilities including Internet, CD Rom, online services and materials.
5) Olympic sized swimming with a diving well.
6) Suiting for administration, guidance including career lab, support services, and department work areas.

7) Installation of 2 modern Macintosh labs, including a Sun Microsystems SPAR Station LX Supplemented by 2 SPAR Classic Computers, plus IBM - compatible PC’s and MacIntosh

computers, small bank of modems, homelinks, optical fiber cables and dedicated computer phone lines.

Analysis by the Office of Board Governance

While Rufus King High School has facilities needs, these needs must be balanced against the needs of other schools in the district and the capital improvement funds available. Building improvement projects should be implemented according to a schedule of district-wide priorities.

Your Committee recommends that the resolution be referred to the administration for consideration in the development of the FY96 budget priorities.

* * * * *

(Item 8) Informational Report

Your Committee reports having received an informational report from the Director of Board Governance on the following matter. The report has been made a part of the minutes of your Committee's meeting of August 18, 1994.

A. Presentation and Review of the First Draft of the Proposed Update to the Board Policy Manual .

* * * * *

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

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

Noes—None.

Item 2, relating to the award of early childhood contracts, having been set aside for separate consideration, the Chair rules that the Superintendent's communication set aside earlier in the meeting was now before the Board for consideration.

Board Clerk Noeske reported Item 2 of the Finance and Facilities Committee had been set aside at the request of the Superintendent to correct errors in the contract amounts.

Director Small moved to award the contracts, with the corrections as indicated in the Superintendent's communication.

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

Ayes—8; Noes—0.

REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Johnson and Lucey 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) Approval of the Timeline for the FY96 Strategic Planning and Budget Process

Your Committee reports having reviewed a proposed timeline and process for the development and adoption of the FY96 budget, prepared by the Office of Board Governance and the administration.

Your Committee recommends that the following timeline and process for the development and adoption of the FY96 budget be approved.

1995-1996 STRATEGIC PLANNING AND BUDGET

Proposed Timeline and Process

6/24/94 Board Strategic Planning Retreat
- Development of board strategic planning initiatives for 1995-1996
- Development of Board Worksessions Calendar/Agendas

8/23/94 Strategic Planning and Budget Committee Meeting
- Adoption of 1995-1996 budget timeline, process and format
- Report on Equitable Allocation of School Funding

9/14/94 Board Worksession
- Discussion of Board Strategic Planning Initiatives for 1995-1996
- Identification of other issues to be addressed in 1995-1996 budget

10/19/94 Board Worksession
- Superintendent's Report on 1993-1994 District Initiatives, Review of Status of 1994-95 District Initiatives and Preliminary Plans for 1995-1996
  - ••K-12 ••School-To-Work
  - ••Technology ••Others

11/1/94–12/8/94 Administration Develops 1995-1996 Budget Planning Information
- Superintendent's Initiatives
- Goal Statements
- Budget and Revenue Projections
- Enrollment Projections

11/16/94 Strategic Planning and Budget Committee Meeting
- Fiscal Overview for 1995-1996:
  Taxpayer profile; student profile; demographic trends
- School Budget Committee Presentation
- Determine subjects to be addressed at future worksessions (policies, outstanding issues, funding alternatives, etc.)
- Presentation of Board Initiatives

11/22/94 Strategic Planning and Budget Committee Meeting
- Presentation of Supplemental Board Initiatives due to issues raised on the November 16 agenda

12/7/94 Board Worksession
- Revenue, operating costs, enrollment projections
- Long Term Budget Plan (Enrollment, program needs, salary projections, capital plan, etc.)

12/15/94 Strategic Planning and Budget Committee Meeting
- Review Superintendent's Initiatives for 1995-1996
- Establish Target Budget for 1995-1996

12/16/94–2/27/95 Administration Develops 1995-1996 Proposed Budget

2/1/95 Strategic Planning and Budget Committee Meeting
- Progress Report on Budget Development

2/27/95 Strategic Planning and Budget Committee Meeting
- Superintendent Presents Proposed Budget for 1995-1996

3/2/95 Budget Committee Worksession
- Guided Tour of Superintendent's Proposed Budget

3/2/95-3/8/95 Individual Board Member Budget Briefings
- Overview of Proposed Budget
- Development of Board Member Questions

3/8/95 Budget Committee Worksession
- Presentations; Responses to Questions

3/22/95 Public Hearing on Superintendent's Proposed Budget
- Board Hears Public Comments on Superintendent's Proposed Budget

3/28/95 Budget Committee Worksession and Action Meeting
- Presentations; Responses to Questions; Amendments
- Budget Committee Recommends Budget to Full Board

4/5/95 Strategic Planning and Budget Committee Meeting (if needed)
Agenda Open

4/6/95 P roposed Budget Published in Newspapers

4/11/95 Strategic Planning and Budget Committee Meeting (if needed)
Agenda Open

4/13/95 Statutory Public Hearing on Budget Committee's Budget

4/18/95 Strategic Planning and Budget Committee Meeting (if needed)
Agenda Open

4/20/95 Board Meeting
- Adopt 1995-1996 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) Resolution by Director Todd regarding School Expenditure Equity

Your Committee reports having considered the following resolution:

Resolution

1. At its meeting on July 20, 1994 (Proc., p. 115-116), the Board referred the following resolution, which was introduced by Director Todd, to the Strategic Planning and Budget Committee:

WHEREAS, King ranks as one of the lowest per pupil budget expenditure of all MPS high schools at $2,886.; and

WHEREAS, The highest per pupil budget expenditure is at $4,268, a difference of $1,382 or 47.9% of Kings budget; and

WHEREAS, Intra district budget expenditure equality must be a goal of MPS; and

WHEREAS, King has become an asset to MPS and the city of Milwaukee through its merits and stunning victory at the academic decathlon; and.

WHEREAS, This budgetary and expenditure inequity has continued since its creation as a city wide magnet during the 1970s; and

WHEREAS, A 15 year deprivation has existed at King amounting to $20,730 ($1,382 x 15 = $20,730); and

WHEREAS, This deprivation has amounts to $5,528 over the 4 years of high school life for a typical student; and

WHEREAS, Continued deprivation of this magnitude is unconscionable and irresponsible and reinforces the image and reality of a dual school system; and

WHEREAS, Other high schools also struggle unjustly at this desperately insufficient budget level; now, therefore, be it

RESOLVED, That the administration prepare a budget that exhibits the reality of school expenditure equity for each school for implementation at the next round of budget meetings.

Analysis by the Office of Board Governance

2. A report summarizing the efforts that have been made over the past several years to improve equity in funding for schools and the projected plans and issues that remain to be addressed has been attached to the minutes of your Committee's meeting of August 23, 1994.

Your Committee recommends that the resolution be referred to the administration for consideration in the development of the FY96 budget priorities.

* * * * *

(Item 3) Informational Reports

Your Committee reports having received informational reports from the Superintendent on the following matters. The reports have been made a part of the minutes of your Committee's meeting of August 23, 1994.

A. Report on Equitable Allocation of School Funding.

B. Preliminary Report on the District's Financial Position as of June 30, 1994.

* * * * *

The report was adopted, the vote being as follows:

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

Noes—None.

REPORT OF THE COMMITTEE ON AUDIT

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) Approval of the Fiscal Year 1995 Audit Plan (DOC: 945125)

The Director of Board Governance advised your Committee that:

Analysis by the Office of Board Governance

1. The Office of Board Governance—Internal Audit provides the Board with independent and objective assessments of district schools, departments, operations, programs, and functions. Working cooperatively with the Superintendent and his staff, Internal Audit carries out this responsibility by conducting fiscal audits, management audits and program audits. To provide the Board with assurances that audit recommendations are implemented, Internal Audit also conducts follow-up reviews on audit recommendations.

2. Fiscal audits provide reasonable assurances that (1) the financial statements of the school, department, operation, program or function present fairly the financial information in accordance with established or stated criteria, (2) the school, department, operation, program or function has adhered to specific financial compliance requirements, and (3) the internal control structure is suitably designed to safeguard the assets and provide for reliable and accurate financial data.

3. Management audits determine whether the school, department, program, or function (1) is managing and using allocated resources in an economical and efficient manner and (2) has carried out operations in compliance with applicable laws, regulations, Board policies and administrative procedures.

4. Program evaluation audits determine (1) the extent to which the school, department, operation, program or function is achieving the desired results, outcomes or benefits and/or (2) the effectiveness of the school, department, operation, program or function.

5. The annual plan of audits prepared by the Chief Auditor details the audit activities that Internal Audit will engage in during fiscal year 1995. In reviewing the plan it is important to note that any audit may encompass one or any combination of the various audit types. When these instances occur, the audit is classified in accordance with the type of audit that the majority of the audit activity encompasses.

Strategic Plan Compatibility Statement

6. The audit plan is responsive to Board goal 3—FISCAL RESPONSIBILITY and relates to the following strategic objectives:

- Develop effectiveness measures so that informed decisions can be made about the allocation of resources for district programs, functions, and operations.
- Reduce or redistribute spending by eliminating unnecessary or ineffective programs or functions.

Statute, Board Policy or Rule Statement

7. Board policy DIE states in part:

The Board of School Directors believes that it must do everything within its power to ensure that the financial resources of the school system are used in the best interest of the children enrolled in the Milwaukee Public Schools—a responsibility the Board cannot delegate—and to ensure that to this end such money is administered with maximum economy in the most cost conscious and effective manner possible.

Fiscal Impact Statement

8. It is anticipated that the annual audit plan can be carried out within allocated resources.

Implementation and Assessment Plan

9. The plan contains timelines for each audit. A report on the procedures that will be used in completing the audits has been attached to the minutes of your Committee's meeting of August 24, 1994.

Your Committee recommends that the following annual plan of audits be approved.

OFFICE OF BOARD GOVERNANCE—INTERNAL AUDIT
ANNUAL PLAN OF AUDITS
1994-1995

FISCAL 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. Internal audit assists the external auditors by assuming responsibility for completing various segments of the audit.

Estimated Start Date: *July, 1994*
Estimated Completion Date: *November, 1994*

Audit: Student Activity Funds

The Office of Board Governance - Internal Audit 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 1995, 30 schools will be audited.

Estimated Start Date: *November, 1994*
Estimated Completion Date: *June, 1995*

Audit: Technology Expenditures/Initiatives

The audit will be conducted in two phases. Phase I, to be conducted during FY95, will review the Technology Initiative budget and expenditures to determine that the expenditures comply with the intent of the Board approved technology plan and the Board adopted budget.

Phase I
Estimated Start Date: *January, 1995*
Estimated Completion Date: *April, 1995*

Phase II, to be conducted during FY96, will determine the degree to which the technology initiative is achieving the desired results.

Phase II
Estimated Start Date: *June 1995*
Estimated Completion Date: *December, 1995*

MANAGEMENT AUDITS

Audit: Division of Alternative Programs

Questions have recently arisen relative to both the process and timelines that the Division of Alternative Programs utilizes to identify eligible alternative program providers, evaluate the providers' resources and capabilities, and recommend providers for award of contract. The audit would perform an operational review of the division's activities to determine the effectiveness of current operations relative to issues identified above. The effectiveness review would also attempt to identify the actual cost per alternative education student by provider.

Estimated Start Date: *December, 1994*
Estimated Completion Date: *February, 1995*

Audit: Legal Services

The City Attorney, by statute, is the legal advisor of and attorney for the Board except in matters the Board determines the City Attorney does not have sufficient staff or legal expertise. The Board has expressed an interest in the extent, the quality, and cost of district services. The audit would identify the extent and cost of the district's legal services including, but not limited to, services provided by the City Attorney, determine the level of district satisfaction with legal services, and identify potential procedural changes which may result in improved services and a higher level of district satisfaction.

Estimated Start Date: *September, 1994*
Estimated Completion Date: *December, 1994*

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.

Estimated Start Date: *December, 1994*
Estimated Completion Date: *July, 1995*

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.

Estimated Start Date: *February, 1995*

Estimated Completion Date: *May, 1995*

PROGRAM AUDITS

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 audited during fiscal year 1995.

Estimated Start Date: *December, 1994*
Estimated Completion Date: *May, 1995*

Audit: Exceptional Education Program

During the 1994-1995 strategic planning and budget development cycle, several issues and concerns were raised relative 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. A comprehensive program audit will be conducted to review and analyze the program with respect to the aforementioned issues and concerns. The audit will be divided into two phases and completed over a two-year period.

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, as well as the Superintendent's recommendation regarding an inclusion policy. Audit topics which are determined to have a direct impact on the fiscal year 1996 budget development cycle will be prioritized so that interim audit update reports specific to budgetary issues can be issued at the appropriate time.

Phase I
Estimated Start Date: *Phase I - September, 1994*
Estimated Completion Date: *Phase I - June, 1995*

Phase II will review, analyze, and report on (1) program accountability; (2) the relationships between the exceptional education curriculum, the K-12 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
Estimated Start Date: *Phase II - April, 1995*
Estimated Completion Date: *Phase II - January, 1996*

Audit: Teacher Evaluation Process

The current contract between the Milwaukee Teachers' Education Association and the Milwaukee Board of School Directors identifies the procedures that the district utilizes to evaluate teachers. As part of the teachers evaluation process, the district also issues a letter which identifies the purpose of the evaluation as a positive activity designed to improve performance, clarify performance expectations, and identify creative suggestions to increase teacher effectiveness. The audit would (1) review records to determine compliance with the negotiated teacher evaluation procedures and (2) identify teacher evaluation processes and determine the effectiveness of those processes relative to the evaluation purposes identified in the district's letter.

Estimated Start Date: *September, 1994*
Estimated Completion Date: *November, 1994*

FOLLOW-UP REVIEWS

Audit: Principal Other Compensation Follow-Up

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

Estimated Start Date: *November, 1994*
Estimated Completion Date: *December, 1994*

Audit: W-2 Audit Follow-Up Review

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

Estimated Start Date: *March, 1995*
Estimated Completion Date: *April, 1995*

* * * * *

(Item 2) informational Reports

Your Committee reports having received informational reports from the Director of Board Governance on the following matters. The reports have been made a part of the minutes of your Committee's meeting of August 24, 1994.

A. Report on Audit Procedures.

B. Report on the Detailed Scope and Objectives for the Exceptional Education Audit.

C. Report on the Detailed Scope and Objectives for the Teacher Evaluation Process Audit.

* * * * *

Item 1 having been set aside for separate consideration, the balance of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1, relating to the annual plan of audits, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Lucey requested separate consideration of the teacher evaluation process audit.

The being no objection, the request was granted.

The question being on the adoption of the balance of the report, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The question being on the adoption of the teacher evaluation process audit, it was adopted, the vote being as follows:

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

Noes—Director Lucey—1.

RESOLUTIONS

By Director Todd:

WHEREAS, CYD was eliminated by the Board as a MPS partnership school on the basis of non-performance; and

WHEREAS, The MPS Board's perception of poor performance came largely from the way in which others used the Tony Baez study and the incomplete statistics of Fermin Burgos; and

WHEREAS, CYD was second in composite scores among partnership schools and its actual composite score was greater than the other partnership schools which evaluated CYD in the Baez study; and

WHEREAS, The way the Baez study is being used is leading to the systemic elimination of all of the Black operated partnership programs in Milwaukee; and

WHEREAS, The Board further justified sustaining its decision on the basis that there was no money, that the Board was broke; and

WHEREAS, MPS now has a $14 million surplus; and

WHEREAS, MPS needs to invest surplus funds in local programs designed to serve the needs of our students; and

WHEREAS, CYD has had to regenerate the matrix and reports correcting the incomplete statistics of the administration; and

WHEREAS, CYD has had to regenerate the matrix which now correctly shows that CYD has a composite score second best among all partnership schools; and

WHEREAS, Subsequent to the failed referendum, MPS is in need of classroom space to house public school students; and

WHEREAS, The HR court suit is over and the informal gag order of the city attorney is no longer in force; and

WHEREAS, CYD has had academic success with students with whom MPS has failed; and

WHEREAS, CYD offers the only North side programs for adjudicated youth that need a temporary educational facility while they sort out their lives; and

WHEREAS, Most of these children would be disruptive to the normal educational process and need the family setting offered by CYD to get their lives together before returning to MPS; and

WHEREAS, MPS is not structured to offer the family setting which provides for the stability, nurturing and caring craved by these children; and

RESOLVED, That CYD be reinstated as a partnership school this first semester of the 94/95 school year at full capacity; and be it

FURTHER RESOLVED, That CYD be looked at as a potential learning center for housing Kilmer, Hayes, and 68th Street Alternative programs in new facilities yet to be determined.

Referred to the Finance and Facilities Committee

By Director Todd:

WHEREAS, HR Academy was eliminated by the Board as a MPS partnership school on the basis of non performance; and

WHEREAS, The MPS Board's perception of poor performance came largely from the way in which others used the Tony Baez study and the incomplete statistics of Fermin Burgos; and

WHEREAS, The Board in exercising its fiduciary responsibility to the voters and the taxpayers thought to eliminate HR Academy as an educational institution not serving the best interest of children or the taxpayers of Milwaukee; and

WHEREAS, The way the Baez study is being used is leading to the systemic elimination of all of the Black operated partnership programs in Milwaukee; and

WHEREAS, The Board further justified sustaining its decision on the basis that there was no money, that the board was broke; and

WHEREAS, MPS now has a $14 million surplus; and

WHEREAS, MPS needs to invest surplus funds in local programs designed to serve the needs of our students which are currently going unmet; and

WHEREAS, The matrix and reports have been corrected which unjustly left the false impression that HR was not serving the educational and academic interest of children; and

WHEREAS, Subsequent to the failed referendum, MPS is in need of classroom space to house public school students; and

WHEREAS, The informal gag order of the city attorney has expired; and

WHEREAS, HR ranked first in composite test scores when compared to the other partnership schools and offers a program centered around family and family values; and

WHEREAS, It is continually suggested that HR does not meet the constitutional test of separation of Church and State; now, therefore, be it

RESOLVED, That an expeditious formal audit of HR's performance begin and that the audit investigate the constitutional rule of separation of Church and State; and be it

FURTHER RESOLVED, That after a successful expeditious audit, the Board reinstate HR as a partnership school, mindful that time is of the essence.

Referred to the Finance and Facilities Committee

By Director Todd:

WHEREAS, In 1975, MPS adopted the General City's supplemental pension benefits (1975 version) which provided additional benefits to certain MPS retirees and their surviving spouses and beneficiaries who are members of the City of Milwaukee Employees' Retirement System (ERS); and

WHEREAS, On February 15, 1994, the Common Council of the City of Milwaukee adopted, and the Mayor subsequently signed, resolution number 931578 providing increased supplementary pension benefits for 1994 retroactive to January 1, 1994 for certain retired City of Milwaukee Employees; and

WHEREAS, MPS has participated in all previous supplementation programs enacted by the City of Milwaukee and is the only agency which previously provided supplemental benefits in a similar

manner as the City of Milwaukee and which has not adopted the revised supplemental benefits as outlined in City of Milwaukee Common Council resolution number 931578; and

WHEREAS, No inflation adjustments to the pensions of MPS retirees who are members of the ERS have been provided for employees who retired after 1973; and

WHEREAS, From 1974 to 1993, inflation, as measured by the change in the Consumer price index (CPI-U), has totaled almost 200%; and now, therefore, be it

RESOLVED, that Board authorizes the expenditure of $179,384 in addition to the $68,980 previously budgeted for 1994-1995 for supplementation for retired employees who are members of the ERS and who retired prior to 1982; and be it

FURTHER RESOLVED, That the supplemental benefits provided under this resolution shall be for the period from January 1, 1994, to December 31, 1994, and shall be paid retroactively to eligible retirees from January 1, 1994; and be it

FURTHER RESOLVED, That the supplemental payments provided in this resolution shall be deemed non-precedential and shall not be construed as pension supplements after 1994; and be it

FURTHER RESOLVED, That effective September 1, 1994, the existing MPS supplemental pension benefits for retired members of the ERS shall be terminated and replaced by the supplemental pension benefits as outlined in the attachment (City of Milwaukee Common Council resolution 931578); and be it

FURTHER RESOLVED, That the Superintendent or his designee is authorized to approve payment to the ERS for the payment of the above mentioned supplemental benefits.

Referred to the Personnel and Negotiations Committee

By Director Todd:

WHEREAS, South Division High School is embarking on a planning process for school wide reform; and

WHEREAS, True student oriented educational reform should be the focus of any reform efforts; and

WHEREAS, Parents, Teachers, Students, Administrators, Board members and the MTEA all have a collective interest in the educational goals and outcomes of whatever set of reforms initiatives are recommended and subsequently implemented; and

WHEREAS, A collaborative with wide representation from various and diverse segments of the South Division High School community would give the total school community ownership, would provide staff with incentives for effective implementation of a student centered reform package, and would enhance the transition phase with the needed sense of harmony; therefore be it

RESOLVED, That the superintendent form a South Division Multicultural Educational Consortium composed of representatives of the South Division community groups (African-American, Caucasian, Hispanic, Native American, and Asian); and be it

FURTHER RESOLVED, That each Consortium member be elected from the representative community groups and that each community sub-group be sensitive to the need for a composite multi-cultural Consortium body and solution set; and be it

FURTHER RESOLVED, That identifiable problem categories be recorded and classified with implementable solution sets for each problem within a problem category; and be it

FURTHER RESOLVED, That the problems of drop-out rates, pregnancy, truancy and failing test scores be focused on specifically, with solution sets offered for each of these problems or sub-problems; and be it

FURTHER RESOLVED, That the Consortium keep accurate records as to community group and ethnic sponsorship for each of the solution sets to ensure cultural orientation and ethnic accountability for the reform package; and be it

FURTHER RESOLVED, That the superintendent present a response as to how MPS should proceed to insure adequate support for the Consortium assured success.

Referred to the Instruction and Community Relations Committee

By Director Todd:

WHEREAS, MPS has eliminated Summer School thereby eliminating student exposure to more time in school; and

WHEREAS, MPS failing test scores have accelerated their rapid rate of decline except where MPS has pre-taught the test, raised the referral rates for Exceptional Education prior to test time and forced changed final report card grades upward; and

WHEREAS, An idle mind is the devil's workshop and MPS should provide constructive learning activities for the city's children during the summer and not abandon our children's education in the street culture and the gangs; and

WHEREAS, The focus of summer school used to be the student in the failing schools who needed more time in school to repair their reading and math grade point; and

WHEREAS, MPS is obligated to provide enrichment learning to low income children whose families don't have the resources to purchase enrichment courses for their kids; and

WHEREAS, MPS formerly used summer school as a tool whereby students could make up for lot time in class and lost grades during the regular school year to retool their academic prowess; and

WHEREAS, MPS formerly sent letters to parents of children who were at risk, encouraging and counseling them to take advantage of summer school for their children in order to get their kids on track; and

WHEREAS, All national studies on achievement see more time in school as the key variable to academic success; and

WHEREAS, Current literature and research abound with empirical findings and research results proving the effectiveness of summer school successes; and

WHEREAS, MPS can gain more classrooms by providing classroom space on a year-round basis and provide an opportunity for students to accelerate their educational life at MPS; and

RESOLVED, That MPS reinstate summer school for the 1994-1995 school year; and be it

FURTHER RESOLVED, That MPS implement year around school for the 95/96 school year.

Referred to the Strategic Planning and Budget Committee

The Board adjourned at 9:32 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 27, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:00 PM.

Present—Directors De Bruin, Johnson, Lucey, Sinicki, Small (6:15 PM), Todd (6:15 PM) and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

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

September 23, 1994

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, Tuesday, September 27, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent.

In order to conduct the Superintendent's annual performance evaluation, the Board may convene, pursuant to Wisconsin Statutes 19.85 (1) (c), in executive session.

NANCY R. NOESKE
Director

Director Lucey moved that the Board retire to executive session for the purpose of conducting the annual performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 7:30 PM.

ROBERT J. LAWRENCE

Assistant to the Director, Office of Board Governance

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 6:40 PM.

Present—Directors De Bruin, Johnson (9:03 PM), Lucey, O'Neil, Sinicki, Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Sandro Fuentes, Sheila Sommer and Isaiah Bell, MPS students killed during this month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

September 28, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Awards and Recognitions

Presentation by the United States Information Agency

The **Milwaukee Public Schools is being recognized by the *United States Information Agency*** for its involvement and support of programs such as the International Visitor Program and Fulbright teacher and youth exchanges. Over the years, the Milwaukee Public Schools has made certain that the emerging leaders of the world who have come to Milwaukee, under the sponsorship of the United States Information Agency through the International Institute of Wisconsin, have interacted with MPS students, teachers, and administrators.

The purpose of the International Visitor Program is to increase mutual understanding through communication at a professional and personal level and to experience U.S. culture first hand. Among the alumni of the International Visitor Program are over 130 current and former Chiefs of State or heads of governments and more than 600 cabinet level ministers.

The United States Information Agency is a federal agency which plans and administers all of the U.S. government's informational, cultural, and educational programs abroad. Some of the agency's programs include Voice of America, WORLDNET satellite television system, a network of overseas libraries and cultural centers, and educational exchanges including Fulbright and International Visitor exchanges.

Ms. Lula Rodriguez, Director of the Office of International Visitors for the United States Information Agency, will make a brief presentation.

Recognition of Mrs. Pauline Stanwitt

The Milwaukee Public Schools would like to recognize all of the employees who have retired recently, particularly those who had long service records with the school district. At this evening's meeting, **Mrs. Pauline Stanwitt**, **is being given special recognition in honor of her retirement after almost 55 years of service to Milwaukee's children and youth**. Ms. Stanwitt began her career with MPS as a substitute teacher in 1938. She was appointed as a full-time classroom teacher at Trowbridge Elementary School in 1942. Over the years, she taught seventh and eighth grade, was a speech teacher, worked in the area of guidance, and was a guidance director. In 1951, she transferred to Pulaski High School where she worked almost her entire career.

Mrs. Stanwitt received many awards and honors. Most recently, she was selected as the recipient of a National Older Worker Week award in 1992; she was awarded a Kohl Foundation Teacher Fellowship in 1992; she was named the Milwaukee Public Schools' Special Services Teacher of the Year by the Wisconsin Department of Public Instruction in 1992-1993 and in 1987; she received a Wisconsin Bell/Ameritech Silver Recognition Award in 1990; and in 1990 and 1991 she received a Greater Milwaukee Education Trust Teacher Award.

Mrs. Stanwitt has provided outstanding service as an educator in our school district. She has made a profound difference in the lives of many students, and has demonstrated a dedication and commitment to the education of young people throughout her tenure. Her contributions are very much appreciated.

Kia Yang, **seventh grade student at Robinson Middle School**, was named a winner in the *Michael Jordan Foundation Education Club contest*. Kia was one of only 50 students from across the country selected as a winner. The national contest required students to set goals for achievement and document how they were to achieve their goals in three areas: academics, attendance, and community service. Kia participated in the contest last school year while a sixth grader at Silver Spring Elementary School. Kia spent a weekend in Chicago with Michael Jordan and his family for being named a winner.

Shawnte Salabert, **a senior at Pulaski High School**, was named the *Wisconsin State Boys and Girls Club Youth of the Year*. The competition consisted of eight categories, including service to the club, community service, home and family, school leadership, spiritual values, essay writing, interview skills, and public speaking. She competed against contestants from eight other state clubs to win the title and a $1,000 scholarship. Shawnte is a member of the National Honor Society and maintains a 3.5 grade point average.

Amanda Aquino, South Division High School graduate, won an *honorable mention award from the 4th Congressional District Art Competition*. Her entry won the award from a field of nearly 100 entries from students representing high schools from throughout the 4th Congressional District. Amanda was also selected a recipient of the *Hispanic Chamber of Commerce of Wisconsin's Philip Arreola Scholarship*.

Ten MPS students participated in the *UWM Minority High School Student Research Apprentice Program* in the summer of 1994. This precollege program is quite competitive. Students who are selected work with teachers and professors on research projects that they have helped to design. The students were honored at a tribute to all 1994 participants at UWM held on September 13.

The MPS student participants included:

Carlotta Dick	**Milwaukee High School of the Arts**
Andres Garcia	**Hamilton High School**
Curtelia Harper	**Milwaukee Trade and Technical High School**
Devonia Jackson	**North Division High School**
Shawnte Moss	**Milwaukee Trade and Technical High School**
Robert Murphy	**Hamilton High School**
Latrina Oquin	**Milwaukee Trade and Technical High School**
Diep Pham	**Pulaski High School**
Daniel Rodrigues	**North Division High School**
Yee Vang	**Marshall High School**

Three MPS science teachers were involved in the program.

Dennis Gustafson	**Rufus King High School**
Allory Schlie	**Pulaski High School**
James Thomas	**Milwaukee Trade and Technical High School**

Ms. Robin Fraser, **teacher at Audubon Middle School**, was awarded the *Sallie Mae First Class Teacher Award*. This national award recognizes outstanding first-year elementary or secondary school teachers from each of the 50 states. One teacher per school district may be nominated. Ms. Fraser is one of only 100 teachers from across the country to receive this distinguished award. She was awarded a $1,500 check and a trip to Washington, D.C. in late September to participate in an official recognition ceremony.

Ms. Wendy Weiner, **teacher at Parkview Elementary School**, was awarded national teacher certification in elementary science from the National Science Teachers Association. Ms. Weiner was one of 18 teachers who were recognized this year for their dedication to and experience in science education. Ms. Weiner is one of four teachers in Wisconsin to receive the National Science Teachers Association certification over the past seven years.

Ms. Anita Sparks, teacher serving as assistant principal at Hopkins Street School, was selected as the recipient of the *State Farm Good Neighbor Award for August, 1994.* The Good Neighbor Award is given in national recognition of select members of the teaching profession who personify the "good neighbor" philosophy through their innovation, involvement, dedication, and leadership in the field of education. Ms. Sparks' innovative teaching techniques were highlighted in national ads published in August such as *Newsweek, Life, Time, USA Today, The Wall Street Journal*, and others. At the time she was nominated for the award, Ms. Sparks was a classroom teacher at Dr. Martin Luther King, Jr. Elementary School. The school will be awarded a check for $5,000 in her name.

Ms. Rhulene Swanigan, **teacher at Kluge Elementary School**, was one of six science teachers and **Mr. Henry A. Kranendonk**, **teacher at Rufus King High School**, was one of six mathematics teachers in Wisconsin nominated by State Superintendent John T. Benson for the *Presidential Awards for Excellence in Science and Mathematics Teaching program*. The program recognizes elementary and secondary teachers for their commitment and dedication to nurturing student interest in science and mathematics. As nominees, they may be selected among the 216 winners from across the country for national recognition. It was reported last month that **Mr. Kranendonk** is the recipient of the Christa McAuliffe Fellowship Award, sponsored by the U.S. Department of Education. He is on leave this year to develop projects that will involve students in cross-disciplinary survey research and connect students with other schools through discussion and technology.

Mary Jakubiak and Mary Widen, **fourth grade teachers at Tippecanoe School**, were among 15 honored by *Time Warner Cable* in its *National Teacher Awards* program. They were chosen for their joint cross-curricular aviation project using the Discovery and Arts & Entertainment cable channels in the school. They received an award certificate, $1,000, an engraved crystal apple, plus a trip to Washington, D.C. for the awards program.

Malcolm X Academy and the University of Wisconsin-Milwaukee's Center for Teacher Education were granted a *three-year $30,000 grant from Bank Street College of Education and the Philip Morris Companies, Inc.* The grant will be used to support a school restructuring program called, "Opportunities for Collaboration." The program will begin with a team of teachers creating a "house" or "unit" within the school that pilots and studies innovative curricula and instructional processes. The goal of the program is to increase the overall achievement and persistence in learning of young adolescents and to integrate the richness of African-American culture and history into the teaching and learning process.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

September 28, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Milwaukee German Immersion School

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors the **Milwaukee German Immersion School** for being selected as a ***National Blue Ribbon School by the U.S. Department of Education.*** The school is one of only five elementary schools in Wisconsin to be selected for this distinction.

The Blue Ribbon Schools program identifies and gives national recognition to a diverse group of public and private schools that are unusually effective in meeting local, state, and national goals, and educating all of their students. Blue Ribbon School status is awarded to schools with such characteristics as strong leadership; a clear vision and sense of mission that is shared by all connected with the school; high quality teaching; appropriate, up-to-date curriculum; policies and practices that ensure a safe environment conducive to learning; strong parental interest and involvement; and evidence that the school helps all students achieve, regardless of their abilities.

The Milwaukee German Immersion School is the only kindergarten through grade five school in the country with a total German language immersion program. The school is considered *"the experts"* in the field of German immersion education in the world. The Milwaukee German Immersion School provides a total language experience in a multicultural setting for children whose parents want them to have the advantage of becoming proficient in two languages, English and German, by the time they complete the program in grade five. From the first day of kindergarten through first grade, all instruction by the classroom teacher is conducted in German.

Children learn German in a natural way in everyday classroom conversational situations and through subject content instruction. There is also an emphasis on customs and traditions of the German culture, and a strong focus on multiculturalism. Although the school's students do not begin receiving English reading and language arts instruction until second grade, they have consistently performed at a high level on formalized tests.

The Milwaukee German Immersion School has been identified as one of the Milwaukee Public Schools' high achieving schools for meeting or exceeding the Board goals in all, or all but one, of the accountability measures. In the 1993-1994 school year, 94% of its third grade students scored above the standard on the Wisconsin Grade 3 Reading Test. The school also made gains from 1992-1993 to 1993-1994 in the fourth grade writing sample and fifth grade writing sample.

Parent involvement and support is outstanding. The school and PTA provide a wide range of extracurricular activities for families and staff, which promotes an overwhelming sense of school community. The school has an active PTA organization with over 300 members. Last year, over 175 volunteers were recognized with a thank-you breakfast and entertainment provided by students in appreciation of over 6,000 hours of service to the school.

Examples of the school's other awards and recognition include the following: the school was selected as one of 72 of America's Best Elementary Schools by *Redbook* magazine in 1993; it received the PTA-PTSA School of the Year Award in 1993; and eight to ten of its students win cash awards each year for outstanding performance in the American Association of Teachers of German Test Awards.

I would ask that the Board of School Directors and the entire school community join me in recognizing the Milwaukee German Immersion School for its achievements.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 3)

September 28, 1994

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, Milwaukee Board of School Directors and Riverside University High School Principal, by Mr. Anjum S. Dieckmann, attorney, on behalf of Tanisha Thomason, a minor, and her mother, Anita Fleming for injuries allegedly sustained by Tanisha Thomason at the Riverside University High School on April 1, 1993.

Claim is made in the sum of $10,000.

2. Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors and Mr. Ralph Devito - school principal, by Mr. Anjum S. Dieckmann, attorney, on behalf of Ryan Hammond, a minor, and his mother, Shawneen Hammond, for injuries allegedly sustained by Ryan Hammond at the Irving Elementary School on February 9, 1994.

Claim is made in the sum of $1,046.

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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned document attached)

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

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

Noes—None.

(Item 4)

September 28, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the Psychologists' Association in the Milwaukee Public Schools (PAMPS). The contract has been agreed to by the PAMPS bargaining committee and was ratified by its membership on August 31, 1994.

It is the recommendation of the Superintendent that the Board approve and adopt the two-year contract (July 1, 1993 through June 30, 1995) with the amendments as indicated on the attached ratification document.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Lucey moved to approve the contract.

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

Ayes—7; Noes—0.

COMMITTEE OF THE WHOLE

Director Small moved that Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on Items of Business 1-13.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:12 PM.

The Board rose from the Committee of the Whole at 10:02 PM.

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

REPORT OF THE COMMITTEE OF THE WHOLE

(ITEM 1) Teacher Appointments

Your Committee recommends that the Board approve the following appointments, effective as indicated:

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(nr)	Melissa S. Abram Upper Elem./Social Studies	B	24,413	0	08-29-94
4(r)	Maria A. Acevedo Elementary/Bilingual	B	24,413	0	08-29-94
5(nr)	Michelle M. Adams E. D.	B	24,413	0	08-29-94
5(nr)	Joan A. Alexander Kindergarten	B	24,413	0	08-29-94
5(nr)	Jill M. Anderson Upper Elementary	B	24,413	0	08-29-94
5(r)	Beatriz Angeles Elementary/Bilingual	B	24,413	0	08-29-94
5(r)	Michelle L. Balistreri K-5 (.5)	B	12,817	1	08-29-94
5(nr)	Kristin H. Banta L. D.	B	24,413	0	08-29-94
5(r)	Karen A. Beyer Art	B	24,413	0	08-29-94
5(nr)	Diane M. Blank Home Economics/Art	BB	32,042	5.5	08-29-94
5(r)	Linda K. Bolin EC:EEN	B	24,413	0	08-29-94
2(r)	Anthony Bonds Biology/Physical Science	B	24,413	0	08-29-94
5(nr)	Lesley A. Brandenburg Upper Elementary	B	24,413	0	08-29-94
5(nr)	Cheryl M. Brenner Mathematics	B	26,854	2	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Arletta M. Browning C. D.	B	24,413	0	08-29-94
5(nr)	Megan M. Cadwell Upper Elementary	B	24,413	0	08-29-94
5(r)	Jeffrey S. Cartier Upper Elementary	B	24,413	0	08-29-94
3(nr)	Ghazala S. Chaudhry Chemistry/Biology	B	24,413	0	08-29-94
5(nr)(b)	Mary Kae Chrisafis EC:EEN	BB	39,732	10.8	08-29-94
5(r)	Jerry D. Cigliana Grade 1	B	25,634	1	08-29-94
5(nr)	Donna L. Clontz C. D.	B	26,854	2	08-29-94
5(r)	Nancy L. Clothier Art	B	24,413	0	08-29-94
4(r)	Ramon Cruz Elementary/Bilingual	B	24,413	0	08-29-94
5(nr)	Christopher A. D'Acquisto Elementary	B	24,413	0	08-29-94
5(nr)	Mary Jo Dicristo Biology/Chemistry	B	24,413	0	08-29-94
5(nr)	Walter C. Dombrowski Manufacturing	B	24,413	0	08-29-94
5(nr)	Jeffrey J. Doubek Chemistry	B	28,075	3	08-29-94
5(r)	Gail P. Draeger Art	B	24,413	0	08-29-94
5(nr)	John J. Dupies L. D.	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Mary Elsner Library/Media	B	24,413	0	09-06-94
5(nr)	James E. Eppert Industrial Arts	B	24,413	0	08-29-94
5(nr)	Lisa A. Erickson Upper Elem./Social Studies	B	24,413	0	08-29-94
5(r)	Leah I. Fein Music	B	24,413	0	08-29-94
5(nr)	Dawn M. Fendel Speech Pathologist	B	24,413	0	09-08-94
5(r)(b)	Wendy L. Fick Reading/Phy. Ed./Health	B	37,840	10.3	08-29-94
5(r)	Denise M. Fields Upper Elementary	B	31,737	6	08-29-94
5(r)	Kim F. Fliss EC:EEN	B	24,413	0	08-29-94
5(nr)	Kathleen R. Folz EC:EEN	B	24,413	0	08-29-94
5(nr)	Molly E. Fonk C. D.	B	24,413	0	08-29-94
5(r)	Erika J. Fowler Elementary/Gr. 5	B	25,634	1	08-29-94
5(r)	Marlene H. Freiberg Grade 3	B	25,634	1	09-02-94
5(nr)	Janet M. Fugina Upper Elementary/Science	B	28,075	3	08-29-94
4(r)	Irasema F. Garcia Upper Elementary/Bilingual	B	24,413	0	08-29-94
5(r)	Laura H. Gardiner L. D. (.4)	B	127.82/Day	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
2(nr)	Charissa M. Gilmore Upper Elementary	B	24,413	0	08-29-94
5(r)	Carolyn M. Graf E. D.	BB	26,915	1	08-29-94
2(nr)	Yalonda S. Graham Upper Elementary	B	24,413	0	08-29-94
4(nr)	Consuelo Grass Spanish/Bilingual	BB	25,634	0	08-29-94
2(r)	Herbert R. Gray Art	B	28,075	3	08-29-94
5(r)	Vicky A. Haas Grade 4	B	24,413	0	08-29-94
5(r)	Anne M. Hanigan Elementary	B	24,413	0	08-29-94
5(nr)	Susan R. Hanold Upper Elementary	B	24,413	0	08-29-94
2(r)	Jeroline J. Harris Nurse	B	24,413	0	08-29-94
5(r)	Karen W. Hayward Spanish/French	B	29,296	4.5	08-29-94
5(nr)	John A. Hegelmeyer Spanish	B	24,413	0	08-29-94
4(nr)	Juan C. Helmstedt Spanish	B	24,413	0	08-29-94
5(r)	Steven M. Hershenson Art	BB	25,634	0	08-29-94
5(r)	Dawn R. Herzog-Kraus Speech Pathologist	C	27,587	0	08-29-94
5(nr)	David W. Hey Health	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Kathleen S. Hubing Elementary/Montessori	BB	25,634	0	08-29-94
5(r)	Shelley K. Hummel-Dosman Elementary/Montessori	B	28,075	3	08-29-94
2(r)	Leon R. Ivory English	E (+$1,000 for earned Ph.D.)	40,538	0	08-29-94
5(nr)	Christy A. Jefson Health	B	24,413	0	08-29-94
5(nr)	Thomas R. Joachim Health/Biology	B	24,413	0	08-29-94
5(r)	Constance E. John Chemistry/Gen. Science	B	24,413	0	08-29-94
5(r)	Kristy L. Kaebisch Kindergarten	B	24,413	0	08-29-94
5(r)	Kenneth R. Kaufman Automotive Tech	A	23,192	0	08-29-94
5(nr)	S. Sonia Kendzierski Library/Media	C	37,242	7	08-29-94
5(nr)	Thomas M. Klawien C. D.	B	29,296	4	08-29-94
5(r)	Stacy M. Ko Speech Pathologist	B	24,413	0	08-29-94
4(r)	Marina C. Korducki Elementary/Bilingual	B	24,413	0	08-29-94
5(nr)	Aleksandra Kovacevic Guidance	B	25,634	1	09-06-94
5(r)	Jean A. Kranendonk C. D.	B	24,413	0	08-29-94
5(nr)	Kelly A. Kranich E. D.	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(nr)	Carrie L. Kraszewski Upper Elementary	B	24,413	0	08-29-94
5(r)(a)	Elissa B. Kravetz EC:EEN	B	25,634	1	08-29-94
5(r)	Jeffrey V. Krumbein Music	B	24,413	0	08-29-94
5(nr)	Deeann M. Laabs Elementary	B	24,413	0	08-29-94
5(r)(b)	Nancy L. LaBott Upper Elementary/Reading	D	40,330	12.3	08-29-94
5(r)	Danielle K. LaPorte L. D.	B	24,413	0	08-29-94
5(r)	Lynn M. Lenerz Elementary	B	25,634	1	08-29-94
5(r)	Jack F. LeVeque Graphics	A	31,310	7	08-29-94
5(r)	Jeannie M. Loberg Ex. Ed./School Nutrition	B	24,413	0	08-29-94
5(nr)	Tim A. Luettgen Manufacturing	B	24,413	0	08-29-94
5(r)	Rachel A. Mabbott Grade 3	B	24,413	0	08-29-94
2(r)(b)	Dorothy S. Malone E. D.	B	29,296	4	09-06-94
5(nr)	Colleen A. Mandella L. D.	B	24,413	0	08-29-94
5(nr)	Lisa A. Manske Kindergarten	B	24,413	0	08-29-94
2(r)	Mary E. Manuel Upper Elementary	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(nr)	Meloney D. Markofski Upper Elementary	B	24,413	0	08-29-94
4(r)	Antonio L. Martinez Science/Bilingual	B	31,737	6.5	08-29-94
5(r)	Jeffrey A. Martinich E. D.	B	24,413	0	08-29-94
5(nr)	Diane M. Masnica Kindergarten	B	24,413	0	08-29-94
5(r)	Dorothy M. Massie C. D.	B	24,413	0	09-01-94
5(r)	Pamela M. McCluskey Occupational Therapist	B	24,413	0	09-01-94
2(r)	Shahanna W. McKinney Communications (.5)	B	12,206.50	0	08-29-94
2(nr)	Donna L. Mead Upper Elementary	B	24,413	0	08-29-94
5(r)	Ann L. Meyer Kindergarten (.5)	B	12,206.50	0	08-29-94
5(r)	Susan A. Michael-Berry Spanish	C	27,587	0	08-29-94
5(r)	Sarah L. Miller Art/English	B	25,634	1	08-29-94
5(nr)	Julie A. Molthen Upper Elementary	B	24,413	0	08-29-94
5(nr)	Amy E. Mondry Elementary	B	26,854	2	08-29-94
4(r)(b)	Jovita M. Moureau Elementary/Bilingual	C	37,242	9.8	08-29-94
5(nr)	Dolores J. Moze Elementary	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Mark R. Mrozek General & Choral Music	B	24,413	0	08-29-94
4(r)	Niki Nestoras ESL	B	24,413	0	08-29-94
5(r)	Renee M. Nettesheim Art	BB	26,915	1	08-29-94
5(nr)	Ignatias J. Niemczyk J-ROTC	B	32,958	7	08-29-94
5(r)	Julia Nokovic Bus. Ed./Special Ed.	B	26,854	2	08-29-94
5(nr)	Elizabeth A. Nordstrom Elementary	B	24,413	0	08-29-94
5(nr)	Mary A. Olson Elementary/Bilingual	B	24,413	0	08-29-94
5(nr)	Harry J. Orkowski Physical Education	B	25,634	1	08-29-94
5(nr)	Lynn R. Pascavis C. D.	B	32,958	7	08-29-94
5(nr)	Tracy E. Paulson L. D.	B	24,413	0	08-29-94
4(nr)	Luis E. Perez Elementary/Bilingual	B	32,958	7	08-29-94
5(nr)	Julianna F. Perry Elementary	B	30,516	5	08-29-94
5(nr)	Lisa E. Pick L. D.	BB	34,605	7	08-29-94
5(nr)	Carol S. Podolske Art	B	29,296	4	08-29-94
5(nr)	Michele L. Poehlman Grade 2	B	24,413	0	08-30-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Suzanne K. Powell Kindergarten	BB	25,634	0	08-29-94
5(r)	Michelle M. Prioletta Kindergarten **(.5)**	B	12,206.50	0	08-29-94
5(nr)	Zorka Z. Prpa Elementary	B	24,413	0	08-29-94
5(nr)	Donald J. Radomski Elementary	B	24,413	0	08-29-94
4(r)	Maria R. Ramirez-Rios K-6/Bilingual	B	25,634	1	08-29-94
5(r)	Antigone M. Ratka Kindergarten	B	24,413	0	08-29-94
5(r)	Tracy L. Reichardt Kindergarten	B	25,634	1	08-29-94
5(r)	Melissa D. Roenspies E. D.	B	24,413	0.5	08-29-94
5(r)	Judith B. Rostad E. D.	BB	25,634	0	08-29-94
4(r)	Miriam J. Santos Grade 1	B	24,413	0	08-29-94
5(r)(a)	William F. Schaefgen Elementary/Music	B	29,296	2	08-29-94
5(nr)	Kendal J. Scharnek EC:EEN	B	24,413	0	08-29-94
5(r)	Thomas C. Scharnek Electronics	BB	33,324	6	08-29-94
5(r)	Theresa M. Schaub Kindergarten	BB	25,634	0	09-06-94
5(r)	Anthony G. Schiro Upper Elementary	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(nr)	Gary R. Schmitz BF Science	B	25,634	1	09-01-94
5(nr)	Karlyn P. Schoenfeld Library/Media	B	24,413	0	08-29-94
5(nr)	Mary L. Schowalter Grade 1	C	27,587	0	08-30-94
5(nr)	Therese A. Schultz Grade 1	B	24,413	0	08-29-94
5(nr)	Carlene K. Schwartz Upper Elementary/Grade 6	B	24,413	0	08-29-94
2(r)	Willie J. Scott Science/Physical Education	C	27,587	0	08-29-94
5(nr)	Mary P. Shea Kindergarten	B	24,413	0	08-29-94
5(r)(a)	Christine M. Slawson L. D.	BB	34,605	7.5	08-29-94
5(r)	Julie A. Slightam Kindergarten	B	24,413	0	08-29-94
5(nr)	Staci L. Strege Upper Elementary/Science	B	24,413	0	08-29-94
5(nr)	William P. Szczepkowski Upper Elementary	B	24,413	0	08-29-94
5(r)	Christopher H. Taylor Spanish	B	26,854	2	08-29-94
2(r)	Darrell Terrell Art	B	24,413	0	08-29-94
2(r)	Crystal L. Thompson Upper Elementary	B	24,413	0	08-29-94
5(nr)	Stacy L. Tomczak Elementary	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Lou Ann C. Van Fossen English/Journalism	B	24,413	0	08-29-94
5(r)	Michael R. Van Pelt Band/Music (.6)	B	140.60/Day	2	08-29-94
5(r)	Angela M. Van Weelden Grade 4	B	24,413	0	08-30-94
4(r)(b)	Jose E. Velazquez C. D./Bilingual	C	34,483	5.6	08-29-94
5(nr)	Donald J. Wagner L. D.	B	32,958	7	08-29-94
5(nr)	Steven L. Wagner Social Studies/Geography	BB	26,915	1	08-29-94
5(r)	Jennifer L. Watry Upper Elementary	B	24,413	0	08-29-94
5(r)	Mary K. Weidner Kindergarten (.5)	B	12,206.50	0	08-29-94
5(nr)	Rebecca L. Weitzer Art	B	24,413	0	08-29-94
5(r)	Robert A. Werner C. D.	B	24,413	0	08-29-94
5(nr)	Thomas R. Wertenberger N-JROTC	BB	34,605	7	08-29-94
5(r)	Julie A. Wessel Upper Elementary	B	25,634	1	08-29-94
5(r)	Priscilla R. Wicks Art	B	24,413	0	08-29-94
5(nr)	Dawn M. Wiesner ESL	B	24,413	0	08-29-94
5(r)	Debra K. Williams Art	B	24,413	0	08-29-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Erin A. Witty L. D.	B	24,413	0	08-29-94
5(r)	Robin K. Woida Grade 5	B	25,634	1	08-30-94
5(nr)	Sheila K. Yarrington Upper Elementary	B	24,413	0	08-29-94
5(r)	Frederic V. Yatchak C. D.	B	25,634	1	08-29-94
5(nr)(a)	Corinne Ziemann Upper Elementary	B	26,854	2	08-29-94
5(nr)	Joseph D. Zimmermann Upper Elem./Math/Computers	B	24,413	0	08-29-94
2(r)	Stephanie Y. Zollicoffer Physical Education	B	24,413	0	08-29-94
	Effective between September 9, 1994, and September 21, 1994, inclusive:				
5(r)	George Brosky Elementary	B	24,413	0	09-19-94
	School Social Workers - Schedule 02				
	Effective between August 22, 1994, and August 26, 1994, inclusive:				
5(r)	Mary E. Barrett		34,692	0	08-22-94
5(nr)	Tracy L. Brandt		34,692	0	08-22-94
2(r)	Catherine A. Greene		34,692	0	08-22-94
5(nr)	Joanne H. Juettner		34,692	0	08-22-94
5(nr)	Kimberly A. Kampschroer		34,692	0	08-22-94
5(nr)	Debora K. Leavens		34,692	0	08-22-94
2(r)	Elverta K. Spann		34,692	0	08-22-94

		Salary	Years of Experience Credit	Start Date
	School Psychologists - Schedule 05			
	Effective between August 22, 1994, and August 26, 1994, inclusive:			
5(nr)	Nancy J. Byers	32,804	0	08-22-94
5(nr)	Theodore M. Gennerman	32,804	0	08-22-94
5(r)	Beth A. Gilbert	32,804	0	08-22-94
5(nr)	Christine M. Levine	32,804	0	08-22-94
5(nr)	Amy E. Olson	32,804	0	08-22-94
5(nr)	Tamara A. Palash	32,804	0	08-22-94
5(nr)	Laurie J. Rosin	32,804	0	08-22-94

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

* * * * *

(Item 2) Administrative Appointments and Promotions

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

(r)	Kenneth Black	Assistant School Administrative Specialist High School	Schedule III, Range 9C $55,890
(r)	Ramelann Kalagian	Assistant School Administrative Specialist Middle School	Schedule III, Range 9C $52,025
(r)	Carolyn Diaz Parker	Assistant School Administrative Specialist Elementary School	Schedule III, Range 9C $56,204

(r) Resident

* * * * *

(Item 3) Approval of Certificated Leaves of Absence

Your Committee recommends approval of the following leaves of absence and rescindings of leave, effective as of the dates indicted:

Illness Leave, to January, 1995:

Melinda Bensman	MEC	August, 1994
Chieh Li	EESS Center	August, 1994
Karen Nettesheim	Burroughs	August, 1994
Barbara Stark	MEC	August, 1994

Illness Leave, to June, 1995:

Ellen Gordon	Pierce	August, 1994
Francine Hayslett	Cass	August, 1994
Agustina Quiles	Kosciuszko	August, 1994

Maternity Leave, to January, 1995:

Judy Hafemeister	Roosevelt	August, 1994
Cynthia Zuknik	McNair/Hawthorne	August, 1994

Maternity Leave, to June, 1995:

Lisa Eyssautier	Grant	August, 1994
Margaret Grogan	Webster	August, 1994
Kimberly Hettinger	Townsend	August, 1994
Jody Merchant	Fairview	August, 1994
Julie Rosenfeld	Hawthorne	August, 1994
Deborah Schinner	Bay View	August, 1994
Tara Serebin	Holmes	August, 1994
Mary Shea	Garland	August, 1994
Maria Thompson	Grant/Honey Creek	August, 1994

Personal Leave, to June, 1995:

Alethea Burris	Sherman	August, 1994
Mary Cerasoli	Clemens	August, 1994
Sue Eskuche	South	August, 1994
Douglas Hoffman	Muir	August, 1994
Kathryn Leicht	95th Street	August, 1994
Cathleen Lewandowski	Fairview	August, 1994
Michelle Minton	Clemens	August, 1994
Frederick Muscavitch	Bilingual Education	August, 1994
Judith Schouten	EESS Center	August, 1994
Siebrin Simon	EESS Center	August, 1994
Michelle Springsteen	Burdick	August, 1994
Mary Stardy	Vieau	August, 1994
Deborah Stoffel	Victory	August, 1994
Michele Suedbeck	Hawthorne	August, 1994

Study Leave, to January, 1995:

Dona Palmer	Story	August, 1994

Study Leave, to June, 1995:

Nancy Joyce	Social Work Services	August, 1994
Mary Lynne Kasch	Greenfield	August, 1994
Barbara Krause	53rd Street	August, 1994

Extension of Illness Leave, to January, 1995:

Alice Edgar	On Leave	August, 1994
Carol Weiss	On Leave	August, 1994

Extension of Maternity Leave, to January, 1995:

Therese Nennig	On Leave	August, 1994

Extension of Maternity Leave, to June, 1995:

Sharon Hettrick	On Leave	August, 1994
Kari McDonnell	On Leave	August, 1994
Elaine Schneider	On Leave	August, 1994
Shannon Boz Stolcers	On Leave	August, 1994

Extention of Paternity Leave, to June, 1995:

Thomas Geil	On Leave	August, 1994

Extension of Personal Leave, to June, 1995:

Florence Johnson	On Leave	August, 1994

Extension of Study Leave, to January, 1995:

Linda L. Johnson	On Leave	August, 1994

RESCINDING OF LEAVE:

Mary Beth Smith	Was granted a child rearing leave for the 1994-1995 school year. Rescinded as of August 9, 1994.
Anne McArdle	Was granted an extended personal leave for the 1994-1995 school year. Rescinded as of August 11, 1994.
Clare Siems	Was granted a sabbatical leave for the 1994-1995 school year. Rescinded as of August 30, 1994.

* * * * *

(Item 4) Adoption of a Resolution Permitting the Investment of MPS Supplemental Teacher Pension Plan Funds with the Wisconsin Retirement System's Public Employee Trust Fund

Administration's Analysis

1. At its meeting on August 31, 1994, the Board approved the investment of funds from the MPS supplemental pension plan covering administrators with the Wisconsin Retirement System's Public Employee Trust Fund. A decision regarding the investment of funds from the MPS supplemental pension

plan covering teachers was postponed pending discussions with the MTEA. The MTEA's position is that the investment of plan funds is a mandatory subject of bargaining and recently submitted a written request to bargain to the administration.

2. The administration's position, which is supported by the Board's chief negotiator, is that the investment of MPS supplemental pension funds is not a mandatory subject of bargaining. The administration advised the MTEA of this position. The MTEA was also advised that the administration will be submitting an item on this matter to the Board for action at its meeting on September 28, 1994 and has requested to meet and discuss this matter with the MTEA prior to the September Board meeting.

3. As previously reported to the Board in August, 1994, the investment of funds held in trust under the two MPS supplemental pension plans covering teachers and administrators is restricted by Wisconsin Statute 66.04(2). The investments authorized by this statute do not efficiently support the needs of a pension plan as confirmed in an opinion from the City Attorney's Office. This statute restricts M & I, the investment manager, to investment in fixed income U. S. Government and Government Agency Securities. As of May, 1994 MPS pension plan assets are $16.1 million in the dedicated accounts, $6.8 million in the employee contribution account and $22.2 million in the non-dedicated accounts for total pension assets of $45.1 million.

4. During the last year, the administration reviewed options to prudently improve the investment return on MPS pension funds consistent with other public pension funds. Other public pension funds including the Wisconsin Retirement System ("WRS") have a more diversified and/or more aggressive strategic asset allocation which, in addition to fixed income securities, include stocks, real estate and other non-fixed income investment vehicles.

5. In an opinion dated May 9, 1994, the City Attorney confirmed that Chapter 40 of the Wisconsin Statutes permits the WRS Public Employee Trust Fund to accept assets from any separate retirement system covering employees of a political subdivision of the state such as MPS.

6. The only WRS fund open to MPS is the fixed retirement investment trust fund ("WRS Fixed Fund") with an asset allocation mix of domestic stocks, international stocks, fixed income, real estate and cash. This WRS trust fund is managed by the State of Wisconsin Investment board ("SWIB").

7. To assist the administration and the Board in determining a prospective allocation of its pension plan assets to the WRS Fixed Fund, the services of Mercer Asset Planning, Inc. were retained. Mercer modeled the projected impact of allocating 0%, 25%, 50%, 75% and 100% of non-dedicated MPS plan assets to the WRS Fixed Fund. The results of the allocation modeling were reported to the Board last month.

Strategic Plan Compatibility Statement

8. The recommendation to seek prudent improvement in the investment performance of MPS pension plan assets supports the Board's strategic objective of fiscal responsibility.

Statute, Board Policy or Rule Statement

9. Investment of MPS pension plan assets in the WRS Fixed Fund is permitted under Wisconsin State Statutes 40.02 (26), (28), (51), and 40.03(1)(n) and 40.04(3), (3)(a), in accordance with City Attorney opinion letter dated May 9, 1994, which is included as an attachment.

Fiscal Impact Statement

10. The investment of 100% of the non-dedicated MPS pension plan assets in the WRS Fixed Fund is projected to produce savings through improved investment performance of $1.6 million over a 5 year horizon and $7 million over a 10 year horizon.

11. Investment of MPS pension plan funds in the WRS Fixed Fund will produce reoccurring annual savings of approximately $34,300 due to reduced investment management fees.

Implementation and Assessment Plan

12. WRS requires that the Board adopt its standard resolution which would permit the Superintendent or his designee to start investment of MPS pension assets as soon as the first working day of the month following adoption of the resolution by the Board in accordance with Wisconsin Administrative Code State Statute ETF 10.12.

13. Investment of MPS pension plans assets in the WRS Fixed Fund will necessitate new financial reporting requirements because of the need for MPS administration to consolidate the financial statements received from WRS and M & I. MPS plan assets will continue to be accounted for by separate accounts for teachers and administrators as currently established.

Your Committee recommends:

1. That the Board adopt the following resolution, effective as of September 28, 1994;

2. That the Board authorize the Superintendent or his designee to liquidate non-dedicated assets in the MPS supplemental pension plan covering teachers in accordance with the recommendations in the Mercer Asset Allocation Study and to instruct the investment manager, M & I, to use their discretion in timing of the liquidation to maximize the prices received. The Administration is authorized to proceed with the transfer of assets to the State of Wisconsin Investment Board Fund without needing to return to the Board for any further authority, but the Board requests that the Administration meet with the MTEA to confer on this issue, provided that implementation of the resolution is not delayed past October 11, 1994.

RESOLUTION ACCEPTING THE PROVISIONS OF WISCONSIN ADMINISTRATIVE CODE STATE STATUTE ETF 10.12 AND REQUESTING PARTICIPATION IN THE RETIREMENT TRUST

WHEREAS, Sections 40.03(1)(n) and 40.03(2)(q) of the Wisconsin Statutes authorize any separate retirement system to purchase shares of the fixed retirement investment trust or the variable retirement investment trust; and

WHEREAS, Wisconsin Administrative Code State Statute ETF 10.12 requires the governing body of each separate retirement system to request participation in the retirement trust by the adoption of a resolution accepting the provisions of Wisconsin Administrative Code State Statute ETF 10.12; and

WHEREAS, the Milwaukee Board of School Directors is interested in requesting participation effective on the first day of the month following approval by the Employee Trust Funds Board; now, therefore, be it

RESOLVED by the Milwaukee Board of School Directors (the "School Board"), as the governing body of the Milwaukee Public Schools, that the School Board hereby accepts the provisions of Wisconsin Administrative Code State Statute ETF 10.12, and formally requests participation of its Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers in the fixed retirement investment trust fund; and be it

FURTHER RESOLVED, that the Clerk of the School Board be and hereby is authorized and directed to forward a certified copy of this resolution to the Department of Employee Trust Funds; and be it

FURTHER RESOLVED, that the Superintendent of the School Board or his designee each hereby are authorized and directed to execute on behalf of the School Board any and all forms approved or required by the Department of Employee Trust Funds, execution of which is necessary or desirable to effectuate the intent of this Resolution.

* * * * *

(Item 5) Approval of Prevailing Wage Rates

Statute, Board Policy or Rule Statement

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

2. Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). A communication from the Milwaukee Building and Construction Trades Council is attached, dated August 15, 1994.

Your committee recommends:

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

2. That increases for MPS construction craftsmen be authorized as of the dates indicated on the above-mentioned communications.

* * * * *

(ITEM 6) AWARD OF CONTRACTS

Your Committee recommends that the following contracts be awarded:

ADA COMPLIANCE WORK—BID PACKAGE 2—REBID

Division 1—Clement Avenue School
Schultz Brothers, Inc., low bidder, base bid of $45,000 minus $14,000 for mandatory alternate bid 1 to eliminate the work associated with the proposed wheelchair lift; minus $19,000 for mandatory alternate bid 2 to eliminate fire alarm modifications; plus $41,000 for mandatory alternate bid 3 to include fire alarm replacement system, for a total contract of 53,000

Division 2—Cooper School
Schultz Brothers, Inc., low bidder, base bid of $55,000 minus $10,000 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $40,000 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 85,000

Division 3—Curtain School
Schultz Brothers, Inc., low bidder, base bid of $249,500 minus $5,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $14,000 for mandatory alternate bid 2 to eliminate the work associated with the proposed wheelchair lift; minus $23,000 for mandatory alternate bid 3 to eliminate fire alarm modifications, for a total contract of 207,500

Division 4—Garland School
Schultz Brothers, Inc., low bidder, base bid of $45,000 minus $15,000 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $33,000 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 63,000

Division 5—Lowell School
Schultz Brothers, Inc., low bidder, base bid of $42,799 minus $14,000 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $31,000 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 59,799

Division 7—MacDowell School
B & D Contractors, Inc., sole bidder, base bid of $199,900 minus $13,400 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $15,000 for mandatory alternate bid 2 to eliminate fire alarm modifications plus $49,825 for mandatory alternate bid 3 to include fire alarm replacement system, for a total contract of 221,325

Division 8—Milwaukee High School of the Arts
B & D Contractors, Inc., sole bidder, base bid of $237,300 minus $15,916 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $11,300 for mandatory alternate bid 2 to eliminate the work associated with the proposed wheelchair lift, for a total contract of 210,084

SPILL REMEDIATION SYSTEM—REBID

Seventh Street Garage
P E Industries, Inc., low bidder, base bid of 85,840

ROOFING WORK

Division 1—Fritsche Middle School
M. M. Schranz Roofing & Building Supply Co., second low bidder, base bid of 86,650

Division 2—Thoreau Elementary School
M. M. Schranz Roofing & Building Supply Co., second low bidder, base bid of 145,480

ADA COMPLIANCE WORD—BID PACKAGE 4

Division 1—Samuel Clemens School
Lupinski, Inc., low bidder, base bid of $31,973 minus $7,200 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $30,700 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 55,473

Division 2—Congress School
Lupinski, Inc., low bidder, base bid of $44,714 minus $10,000 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $28,000 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 62,417

Division 3—Custer Stadium
Giorgi Construction, Inc. sole bidder, base bid of 84,300

Division 4—Douglass School
Giorgi Construction, Inc., low bidder, base bid of $54,600 minus $17,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $5,100 for mandatory alternate bid 2 to eliminate fire alarm modifications plus $32,000 for mandatory alternate bid 3 to include fire alarm replacement system, for a total contract of 64,500

Division 5—Emerson School
Giorgi Construction, Inc., second low bidder, base bid of $47,100 minus $9,100 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $23,000 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 61,000

Division 6—Engleberg School
Giorgi Construction, Inc., low bidder, base bid of $61,300 minus $16,600 for mandatory alternate bid 1 to eliminate fire alarm modifications plus $43,200 for mandatory alternate bid 2 to include fire alarm replacement system, for a total contract of 87,900

Division 7—Fifth-third Street School
Giorgi Construction, Inc., sole bidder, base bid of $67,400 minus $16,670 for mandatory alternate bid 1 to eliminate the work associated with the wheelchair lift; minus $5,200 for mandatory alternate bid 2 to eliminate fire alarm modifications plus $33,000 for mandatory alternate bid 3 to include fire alarm replacement system, for a total contract of 78,530

Division 10—Manitoba School
Reichl Construction, Inc., low bidder, base bid of $85,300 minus $4,900 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $16,000 for mandatory alternate bid 2 to eliminate the work associated with the wheelchair lift, for a total contract of 64,400

Division 11—Pulaski Stadium
Reichl Construction, Inc., low bidder, base bid of 117,400

Division 13—Administration Building
B & D Contractors, inc., low bidder, base bid of 204,430

Division 14—Grand Avenue Middle School
Giorgi Construction, Inc., low bidder, base bid of 71,932

Division 15—Story School
B & D Contractors, Inc., sole bidder, base bid of $340,900 minus $11,500 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails, for a total contract of 329,400

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(Item 7) Approval of Contracts related to the Department of Human Resources Office Automation Project and Authorization to Establish a Position of Local Area Network Specialist

Administration's Analysis

1. For FY 1995, $3,804,000 was allocated for the Strategic Plan for Technology initiative. The Executive Technology Review Committee (ETRC) allocated funding in the amount of $250,000 to complete the first phase of the Human Resources Office Automation Project.

2. The objective of this project is to automate the functions performed in the Department of Human Resources. An integrated client server network for all department personnel is planned.

Expected benefits are:

- Improved internal departmental communications, allowing the department to function more effectively.
- Improved timeliness and accuracy of management information.

- Improved staff productivity.

More specifically the project will enable Human Resources staff to have greater accessibility and reporting capabilities for areas such as:

- Employee Information
- Applications and Placements
- Tuition Reimbursement and Credit
- Teacher Reassignments

3. The Department of Human Resources contracted with Stratagem, Inc. to design and implement the project. The department, with the assistance of Stratagem, Inc., forwarded to Purchasing Services an equipment list and specifications for the computer network.

Purchasing Services recommends:

- The purchase of Apple Computer Macintosh equipment in the amount of $39,293. This is sole source purchase.
- The purchase of Compaq Computer equipment in the amount of $34,950. This equipment will be purchased through the State of Wisconsin Cooperative Purchasing Service contracts.

4. Approval is requested to extend the contract with Stratagem, Inc. to provide assistance with the complete installation of the Local Area Network (LAN) which is the foundation of the Office Automation Project. This is a sole source contract for an amount of $106,000.

5. One position of Local Area Network Specialist is being requested to aid in the completion of the installation and ongoing maintenance of the system. Funding for this position is included in the $250,000 allocation from the Executive Technology Review Committee. However, this position was omitted in the detailed presentation of the budget for the Strategic Plan. Assuming a February 1995 start date, the cost of this position in FY 95, including fringe benefits, will not exceed $35,000.

Strategic Plan Compatibility Statement

6. The objective of this project is directly in line with Goal #3 - Fiscal Responsibility: "Improve efficiency levels for administrative systems through automation of labor-intensive processes and elimination of non-value adding activities."

Statute, Board Policy or Rule Statement

7. Board policy requires all new positions to be approved by the Board. Board policy requires all contracts in excess of $25,000 be approved by the Board.

Fiscal Impact Statement

8. Implementation of Phase I of the Human Resources Office Automation Project is budgeted at $250,000. Expected benefits include improved productivity and cost containment. Without this project, costs to operate the Human Resources Department are likely to grow at an accelerated rate.

Implementation and Assessment Plan

9. Formal reports and assessments by the ETRC are scheduled throughout the project's duration. Phase 1 of this project will be fully implemented during the current fiscal year.

Your committee recommends:

1. That the Board approve the awarding of contracts to Apple Computer Corporation in the amount of $39,293 and Compaq Computer in the amount of $34,950.

2. That the Board authorize the administration to contract with Stratagem, Inc., for an amount not to exceed $106,000 to provide assistance with the complete installation of the project.

3. That the Board authorize one professional position of Local Area Network Specialist.

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(Item 8) Award of Contract to Develop a District Technology Information Plan

The Superintendent advised your Committee that this item has been withdrawn, since analysis of the RFPs is still in process. It is anticipated that a recommendation for award of contract will be submitted to the board at its regular October meeting.

* * * * *

(Item 9) Authorization to Make Purchases

Your Committee recommends that the Superintendent be authorized to make the following purchases:

B-5151—Door Locks and Cylinders—Hardware to Comply with ADA—Facilities and Maintenance
American Millwork and Hardware, low bidder meeting specifications, for 5,623 Schlage "D" series locks, for a net total cost of $273,967.43

B-5152—Driving Simulators—Riverside High School
Doron Precision Systems, Inc., low bidder, at a net total cost of 56,579.00

* * * * *

(Item 10) Approval of Carryovers from the FY 1994 to the FY 1995 Budget

Administration's Analysis

1. CARRYOVER POLICY: Under the carryover policy adopted by the Board in March 1993, all school and departmental deficits are automatically carried over into the following fiscal year. School surpluses are automatically carried over within the limits of 1.5% of a single year's budget, or up to 3% of the budget if the surplus is the result of multiple years' accumulation. Carryover of school surpluses beyond these limits, as well as any and all non-school surpluses, can occur only if specifically approved by the Board.

2. FY 1994 DEFICITS: In FY 1994, seven schools and two departments ended in a deficit position. The seven schools' deficits totaled $109,289 and represented from 0.1% to 2.1% of their respective budgets. The two departments' year-end deficits totaled $1,299,927 ($793,119 for bussing and $506,808 for utilities); these represented from 1.0% to 1.5% of their respective budgets.

A net deficit of $1,889,490 also was incurred in the group of sum-sufficient accounts that include employee benefits and district insurances. This account group would have ended FY 1994 in a better position except for two factors. First, $1,500,000 was transferred from the medical insurance account to the District Contingent Fund at the May 1994 Board meeting. Second, due to an auditors' recommendation, a one-time charge of $2,533,307 was recorded in the Worker Compensation account to recognize the estimated value of outstanding Worker Compensation claims. This one-time adjustment will place Worker Compensation on the same cost recognition basis as health benefits.

The departmental deficits are due in part to past underbudgeting for expenses (utilities and pupil transportation) that are not fully controllable by the managing departments. Due to the nature of these costs, it is unlikely that carrying forward the FY 1994 deficits will result in an elimination of this problem. Allowing these deficits not to be carried forward, but to be funded instead by the district's overall surplus position, will keep the correction of the underbudgeting problem from further complications. It is anticipated that the underbudgeting for bussing and utilities will be corrected in the development of the FY 1996 budget. Likewise, it would be more practical to cover the one-time adjustment in Worker Compensation using district surplus than to carry that deficit forward.

3. FY 1994 SURPLUSES: Surpluses in school budgets for FY 1994 totaled $6,768,941. Of this amount, $4,335,120 will be automatically carried over under the carryover policy. Forty-eight schools have

submitted requests of $1,665,813 for special carryover consideration beyond the limits of the automatic carryovers. (A summary of these requests is attached.) Much of the surplus in question resulted from principals' conservative management approach—-an approach taken in response to uncertainty for much of the year as to their exact fiscal position and that of the entire school district. This uncertainty was largely due to the numerous labor agreements which were settled and paid retroactively, delaying the needed adjustments to individual budgets for the costs of those raises and for actual vs. average salary levels. In order not to penalize schools for their cautious and responsible approach under these uncertain conditions, their requests for special carryovers are submitted for Board consideration.

4. Uncertainty as to their financial position affected departments as well as schools. Several departmental requests for special carryovers totaling $1,413,821(including $99,500 for School Nutrition Services) are also submitted for approval(see attachment). Unlike schools, departments may not automatically carry over any surpluses. Therefore, their requests constitute all carryovers for their areas.

Strategic Plan Compatibility Statement

5. The recommendations under this proposal are consistent with the Board goal of fiscal responsibility as efforts to aid informed decisions about allocation of resources for district programs, functions, and operations.

Fiscal Impact Statement

6. This item increases the resources for various FY 1995 operations by a total of $3,079,634 in surpluses carried forward and $3,189,417 in deficits not carried forward; the FY 1994 surplus is reduced by a total of $6,269,051.

Implementation and Assessment Plan

7. Funds will be carried forward as a part of the requesting schools' and departments' FY 1995 working budgets following board approval.

The Superintendent recommended:

1. That all special carryovers of surpluses as shown in the attachments—$1,665,813 for schools; $1,314,321 for departments; and $99,500 for School Nutrition Services—be approved.

2. That deficits in School and Community Services($506,808), Parent and Student Services($793,119), and the sum-sufficient accounts($1,889,490) not be carried forward to FY 1995 but be funded by the district's overall FY 1994 surplus.

Your Committee recommends adoption of the Superintendent's recommendations, except that consideration of the special carry-overs for the departments in the amount of $1,314,321 be postponed to the Board's regular October meeting.

* * * * *

(Item 11) Approval of Amendments to the FY 1995 Budget

Administration's Analysis

1. The district concluded its FY94 operations with a gross surplus of $15,461,100 (the sum of all surplus positions for schools, departments, and centralized accounts exclusive of any deficit). This amount has been reduced to $4,956,400 as a result of: a) automatic school carryovers of $4,335,100, and recommended approval of Item #10 with a net impact of $6,169,600.

2. Due to state revenue formulas, the district will lose approximately $2,581,100 in school aids as a result of the FY94 surplus. This will cause a revenue gap in the adopted FY95 budget, and require Board action to remedy the condition. The FY95 budget can be balanced by either cutting planned expenditures or

applying surplus. To avoid cutting critical programs that could adversely impact schools, departments and reform efforts, the administration recommends that $2,581,100 of the FY94 surplus be applied to balance the FY95 budget.

3. The district has successfully negotiated with the City of Milwaukee to increase City funding for expansion of school capacity. Expanded capacity is necessary to accommodate enrollment increases. A $1,500,000 allocation from the district in addition to a $6,500,000 commitment from the City will provide initial funding to address this need. This will enable the district to increase student seating capacity at the elementary and middle school levels.

4. The district's School To Work ("STW") initiative is a major, multi-year program that started with 10 first wave schools in FY94 and will expand to all schools in FY97. The implementation of STW requires large one-time sums to pay for professional development in the areas of integrating curriculum, team building/communications, business/school partnerships, school planning time as well as direct school support. The administration recommends that the remaining balance of the FY94 surplus of approximately $ 875,300 be allocated to STW to defray a portion of these one-time program costs. The district will continue its present effort to aggressively seek outside funding for STW.

Strategic Plan Compatibility Statement

5. The recommendations under this proposal are consistent with the following Board goals of:

a. STUDENT ACHIEVEMENT as students at all grade levels will engage in activities to prepare them to be lifelong learners and active workers in society, and as employees will share in the district's decision-making process and be held accountable for student achievement.

b. FISCAL RESPONSIBILITY to facilitate informed decisions about allocations of resources for district programs, functions, and operations.

Fiscal Impact Statement

6. These recommendations increase the resources allocated to the School Operations Fund in FY95 for various operations by a total of $2,375,300 from the adopted amount of $644,433,372 to an amended amount of $646,808,672. The Board resolution concerning the FY95 school operations fund budget will need to be amended and communicated to the Common Council of the City of Milwaukee. Approval of Items #10 and #11 will fully allocate the FY94 surplus. These recommendations will not change the adopted FY95 property tax levy.

Implementation and Assessment Plan

7. FY94 surplus funds will be distributed to the recommended accounts following Board approval.

The Superintendent recommended:

1. That FY94 surplus fund be allocated to the following: $2,581,100 to balance the FY95 budget; $1,500,000 to expand school capacity; and, $875,300 for School to Work.

2. That the Board adopt the FY95 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 ~~$644,433,372~~ $646,808,672 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 year 1994-1995; and that $220,610,916 hereof 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 1994, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Your Committee recommends that FY94 surplus fund be allocated to the following: $2,581,100 to balance the FY95 budget; and $1,500,000 to expand school capacity; and that consideration of the balance of the Superintendent's recommendations be postponed until the Board's regular October meeting.

* * * * *

(Item 12) Approval of Position Authorization/Reallocation for Funds Included in the FY 1995 Budget

Administration's Analysis

1. Department directors have identified several areas where elements of their budgets should be transferred in order to better utilize resources. Situations have also been identified where placement of classes has changed from a decentralized site to a site in the centralized program budget or vice versa, requiring fund transfers to amend school budgets. A summary of the proposed transfers is attached.

Strategic Plan Compatibility Statement

2. The recommendation under this proposal is consistent with the Board goal of Fiscal Responsibility as efforts to aid informed decisions about allocation of resources for district programs, functions and operations.

Statute, Board Policy or Rule Statement

3. Board authorization is required to establish positions.

Fiscal Impact Statement

4. There is no net fiscal impact.

Implementation and Assessment Plan

5. Funds will be redistributed among the various accounts following Board approval.

Your Committee recommends that the position adjustments and reallocation of funds to the various accounts be approved.

* * * * *

(Item 13) Recommendations regarding the School Selection Study

Administration's Analysis

1. As part of the FY 1995 budget, the Board adopted the following School Selection Initiative:

PURPOSE

This initiative is to determine the feasibility of implementing a system of public school parental choice within MPS and its partnership schools in a manner that encourages schools to equitably meet the needs of all students. Desired features of such a system would include:

- All students would have a high likelihood of attending the public school they select:
- Budget and administrative mechanisms, whereby oversubscribed schools can automatically grow and undersubscribed schools can automatically contract or evolve to better serve their students;
- Equitable allocation of resources that reflect the amount reasonably needed to provide the student with an adequate and appropriate education;
- An improved means of matching the educational interests and philosophy of teachers with the educational interests and philosophy of the administrators and other teachers with whom they serve in a school;

- Means for encouraging parents to participate in the selection process; and for those younger students whose parents fail to participate in the selection process, a means for exercising choice on behalf of the student based upon the student's individualized needs (e.g. an educational guardian).

SCOPE

The initial study would provide a high level analysis of what it would take to implement a system of public school choice. It would identify the issues needing to be addressed to implement such a system, including required changes in state law, MPS policies and procedures, collective bargaining agreements and transportation. It would outline possible alternatives for administering such a system. It would identify the administrative mechanisms needed to allow schools to expand and contract as needed.

Funding in the amount of $100,000 was included to implement the initiative.

2. The Administration will issue a Request For Proposal (RFP) for a Project Manager for the initiative. At a minimum, the firm retained for this project would be expected to perform the following:

a. Facilitate and provide administrative support for a broadly based group of community leaders, parents, government officials, and MPS staff charged with conducting the study.
b. Identify relevant state law, MPS policies and procedures, and collective bargaining agreements that would have to be addressed.
c. Identify budgetary and administrative issues associated with administering a new system.
d. Identify changes that would need to be incorporated into the MPS Facilities Plan.
e. Propose timeline and plan for implementing the study's recommendation.

3. An advisory group or task force would be established from the community, business groups, MPS and parental organizations to present a wide spectrum of views and positions on public school choice. The Superintendent will select the task force, and report its composition to the School Board.

4. Upon completion of its work, the advisory group/task force will submit its recommendations to the Superintendent, who would review them and then forward them to the Board along with his recommendations for action.

Strategic Plan Compatibility Statement

5. The initiative addresses the following goals:
   a. Student Achievement: School Climate, Parent Support and Involvement; Community Support and Involvement and Student Involvement/Empowerment.
   b. Equity: Provide equitable distribution of financial resources across schools.

Statute, Board Policy or Rule Statement

Not Applicable.

Fiscal Impact Statement

6. The School Board has budgeted $100,000.00 for this initiative. Staff time and resources cannot be determined at this time. Nevertheless, it is expected that MPS staff will play an active and supporting role in the initiative.

Implementation and Assessment Plan

7. A tentative timeline is as follows:

•Issuance of Request For Proposal	October, 1994
•Approval of Project Manager Contract	October, 1994
•Development of Issues/Design of Process	November, 1994
•Appointment of Community Task Group	November, 1994
•Development of Recommendations	Dec. 94 to Mar 95
•Report to the School Board	March, 1995

The make-up of the advisory group/task force will also be reported. The School Board will receive the full report of the advisory group/task force.

Your Committee recommends:

1. That the Administration issue a Request For Proposal for a Project Manager for the advisory group/task force. Selection of the Project Manager will be forwarded to the School Board for contract approval.

2. That the Superintendent be instructed to convene a advisory group/task force to examine the feasibility of implementing a system of public school choice. The Superintendent will select the membership of the advisory group/task force.

3. That the Superintendent accept the advisory group/task force study, and forward any policy recommendations to the School Board for approval. The complete report will be made available to the School Board, along with the Superintendent's recommendations.

* * * * *

Director Johnson moved to suspend Board Rules 1.07, 2.09 and 3.31 to receive and consider the Report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director O'Neil moved that the Board discharge from consideration by the standing Committees the resolutions by Director Todd on CYD and HR Academy, to be considered at a meeting of the full Board to be determined within the next few days.

The motion to discharge the Committees was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small and Todd—7.

Noes—President Bills—1.

The question being on adoption of the Report of the Committee of the Whole, it was adopted, the vote being as follows:

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

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the report of the Independent Hearing Panel of September 12, 1994.

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

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Director of Board Governance presented the following petition:

Petition from MPS food service employees objecting to the use of Edison Project.

Received and ordered placed on file.

RESOLUTIONS

By Director Small:

WHEREAS, The critical need for elementary classroom space could severely disrupt the education and welfare of great numbers of Milwaukee children; and

WHEREAS, For the 1995-1996 school year 650 additional seats will be needed to meet the projected enrollment figures; and

WHEREAS, The shortage of elementary classroom seats will increase to 956 in the 1996-1997 school year and by the 1997-1998 school year the shortage of elementary seats will increase to 1,121 if the demand for these seats is not met; and

WHEREAS, Craig Alternative School was originally an elementary school and has the capacity to serve approximately 395 students and is located on the northwest side in a convenient location accessible to the community; and

WHEREAS, Utilizing present building space for this critical shortage of seats for elementary schools is cost effective when compared to building new facilities to resolve the problem; and

WHEREAS, The Craig Alternative program could be moved intact to another location where suitable space is available; now, therefore be it

RESOLVED, That the administration find adequate and appropriate space to house the Craig Alternative Program through either a partnership or other contractual agreement, and be it

FURTHER RESOLVED, That the Craig site be utilized as a community school with an integrated services program which will provide the community with an elementary neighborhood school providing such services as an adult center, early childhood education opportunities, after school children's' activities and other community services for the 1996-1997 school year, and be it

FURTHER RESOLVED, That the planning for Craig School be a part of the 1996-1997 Facilities Master Plan.

Referred to the Committee on Finance and Facilities.

By Director Small:

WHEREAS, Partnership schools have become vital to delivering educational services to the children of Milwaukee, particularly at-risk children which make up one-third of the MPS student population; and

WHEREAS, Partnership schools focus on a special population of at-risk students that MPS cannot effectively educate; and

WHEREAS, There is a critical need for more physical building resources because of the projected increase in elementary enrollment; and

WHEREAS, MPS failed in its recent attempt to sell a referendum to the public which would have provided funds for new facilities; and

WHEREAS, Partnership schools have proven to be a cost effective way of delivering educational services without using needed MPS facilities; and

WHEREAS, Partnership schools provide family structure to young people who are missing this element of their lives and cannot master self esteem, learning, and achievement concepts until the family values of stability, nurturing and caring are provided by an institution outside the home; and

WHEREAS, Without partnership intervention, it is determined that these at-risk young people will eventually drop out of school; now, therefore, be it

RESOLVED, That MPS substantially increase its investment in partnership alternative schools, and be it

FURTHER RESOLVED, That MPS present a plan to the Board to substantially increase the number of partnership alternative schools for the 95-96 and 96-97 school years through the usual RFP process, and that this investment be a part of the budget process for 95-96 and 96-97.

Referred to the Committee on Finance and Facilities.

By Director Small:

WHEREAS, There is a critical shortage of essential transportation for MPS children to the schools of their first choice, severely disrupting the lives of parents and children; and

WHEREAS, This shortage is caused largely by an inadequate number of yellow vehicles and a desperate shortage of drivers for the yellow vehicles which are available for use; and

WHEREAS, The efficiency of routing and route management must improve in order to become more efficient and more cost effective; and

WHEREAS, Parents are extremely frustrated by lack of convenient access to efficient transportation and inconveniently arranged walking boundaries which dangerously put children at risk in order to accommodate the constraints of vehicle shortage; and

WHEREAS, There is substantial Milwaukee County Transit Services capacity on routes that serve most of the middle schools and utilizing the Milwaukee County Transit Services would free up and provide more yellow vehicle capacity desperately needed for our elementary school children; and

WHEREAS, Many Chapter 220 high school students could use the Milwaukee County Transit Services for inter-district transportation and further free up yellow transportation vehicles; and

WHEREAS, In addition, added hours for many Milwaukee County Transit Services drivers, coordinated with the urban initiative school hours, could produce more efficient yellow and Milwaukee County Transit Services routes; and

WHEREAS, MPS must improve its present policy which places unnecessary obstacles in the path of parents legitimately seeking a quality education within our public schools and reasonable access to schools of their first choice; now, therefore, be it

RESOLVED, That the administration contract with the Milwaukee County Transit Services and develop a customer service transportation model with an appropriate cost benefit comparison which will expedite the elements needed to ease the current problems and the burden of many students and their parents.

Referred to the Committee on Finance and Facilities.

By Director Todd:

WHEREAS, Part of the mission of Milwaukee Public Schools includes the education of handicapped children for purposes of helping them become self-sufficient productive members of society; and

WHEREAS, Handicapped Children's Assistants helps MPS accomplish this mission; and

WHEREAS, The District notified one Handicapped Children's Assistant and four Custodians by mail that in four days they would be demoted from their 40 hour positions down to 30 hours with salary decreases in some cases totaling several thousands of dollars because of permanent partial disabilities which had been reasonably accommodated for years; and

WHEREAS, Affected employees were told by mail on Saturday, September 16, that their changes in wages, hours, benefits (including loss of vacation), and the assumption of new duties would be effective the following Wednesday when they would assume positions of teacher aides; and

WHEREAS, Affected custodial employees were given no training, orientation nor were they otherwise qualified to teach children before being given the assignment of working as instructional aides; and

WHEREAS, The immediate supervisors of at least four of five of the employees were not even questioned about the employees' ability to do their work before this action was taken; and

WHEREAS, Even though the disabilities were known to the Administration for, in most cases, years, there was no attempt to work with employees to discuss their limitations and alternatives, nor was their any attempt to work with employees' representatives; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors go on record opposing this action and order that it be rescinded; and be it

FURTHER RESOLVED, That all affected employees be immediately returned to their prior positions, pay rates, and levels of benefits and seniority accrual; and be it

FURTHER RESOLVED, That they be made whole for all losses suffered by such action; and be it

FURTHER RESOLVED, That the Department of Insurance and Risk Management be directed to work with representatives of the employees to evaluate each situation and make every effort to continue to reasonably accommodate the disabilities of these employees as we have in the past.

Referred to the Committee on Personnel and Negotiations.

By Director Todd:

WHEREAS, Marriott Corporation has not provided the Milwaukee Board of School Directors with a detailed proposal on goals and methods of achievement for managing any of its schools; and

WHEREAS, The Milwaukee Board of School directors has not been consulted on the subcontracting of any management of facilities and maintenance work; and

WHEREAS, To date, the Board has not been presented with any evidence its current management of facilities and maintenance is lacking or inadequate; and

WHEREAS, The Racine School District did not renew the contract of Marriott after 10 Marriott administrative changes and five years of managing Racine's facilities and maintenance, estimating that the Board would save money by returning management to an in-house function; and

WHEREAS, The Board of School Directors has not been made aware of why Marriott Corporation is being given preferential treatment in the solicitation of bids to manage its facilities; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instructs its employees to stop the survey of principals for possible sites; and be it

FURTHER RESOLVED, That before any further time and resources are taken away from our principal mission of educating children, approval be obtained from the Board for any actions taken in pursuit of contracts with Marriott Corporation or any other corporation.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 10:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 7, 1994

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

Present—Directors De Bruin, Johnson, Lucey, Small and President Bills—5.

Absent and excused—Directors O'Neil, Sinicki and Todd—3.

Vacancy on Board—1.

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

September 30, 1994

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, Friday, October 7, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent.

In order to conduct the Superintendent's annual performance evaluation, the Board may convene, pursuant to Wisconsin Statutes 19.85 (1) (c), in executive session.

NANCY R. NOESKE
Director

Director Johnson moved that the Board retire to executive session for the purpose of conducting the annual performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Small and President Bills—5.

Noes—None.

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

The Board adjourned from executive session at 7:30 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 17, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:12 PM.

Present—Directors De Bruin, Johnson, Sinicki, Small, Todd and President Bills—6.

Absent and excused—Directors Lucey and O'Neil—2.

Vacancy on Board—1.

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

October 13, 1994

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, October 17, 1994, 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 items of business:

1) A resolution by Director Todd to reinstate CYD as a partnership school, which provides as follows:

RESOLVED, That CYD be reinstated as a partnership school this first semester of the 1994-1995 school year at full capacity; and be it

FURTHER RESOLVED, That CYD be looked at as a potential learning center for housing Kilmer, Hayes, and 68th Street Alternative programs in new facilities yet to be determined.

2) A resolution by Director Todd to reinstate HR Academy as a partnership school, which provides as follows:

RESOLVED, That an expeditious formal audit of HR's performance begin and that the audit investigate the constitutional rule of separation of Church and State; and be it

FURTHER RESOLVED, That after a successful expeditious audit, the board reinstate HR as a partnership school, mindful that time is of the essence.

3) Transfer of funds to effect any action taken with respect to the above matters.

The Board, pursuant to Wisconsin Statutes, Section 19.85 (1) (g), may retire to executive session to confer with legal counsel with respect to litigation it is currently involved in with respect to HR Academy and may reconvene in open session to take action upon matters considered in executive session.

After the Board has completed action on the above items of business, it will conduct a worksession for the purpose of reviewing the district's Technology Plan.

NANCY R. NOESKE
Director

Director Todd moved to adopt the resolution to reinstate CYD as a partnership school.

Director De Bruin moved to amend the resolution to provide that the Board direct the administration to work with the people at CYD to develop an educational and financial plan for an alternative school for at-risk students, that being something other than a limited behavioral assignment approach such as we had in place, to begin with the next cycle of alternative schools submissions.

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

Ayes—Directors De Bruin, Sinicki and President Bills—3.

Noes—Directors Johnson, Small and Todd.

Director Todd moved to postpone consideration of the matter until the Board's regular meeting on October 26, 1995.

The motion to postpone consideration prevailed, the vote being as follows:

Ayes—Directors Johnson, Sinicki, Small and Todd—4.

Noes—Director De Bruin and President Bills—2.

Director Small moved that the Board retire to executive session to confer with legal counsel with respect to litigation it is currently involved in relative to HR Academy.

The motion prevailed, he vote being as follows:

Ayes—Directors De Bruin, Johnson, Sinicki, Small, Todd and President Bills—6.

Noes—None.

The Board retired to executive session as 6:23 PM.

The Board reconvened in open session at 6:53 PM.

Director Todd moved to adopt the resolution to conduct an audit of HR Academy.

Director Johnson moved to postpone consideration indefinitely.

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

There being no objection, he request was granted.

Director Todd moved to postpone consideration of the matter until the Board's regular meeting on October 26, 1995.

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

Ayes—Directors Johnson, Small and Todd—3.

Noes—Directors De Bruin, Sinicki and President Bills—3.

The Board recessed from 7:05 PM to 7:09 PM.

The question being on adoption of the resolution to conduct an audit of HR Academy, the motion failed of adoption, the vote being as follows:

Ayes—Director Johnson—1.

Noes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

Director Todd served notice that he would move to reconsider the vote by which the resolution failed of adoption at a future time.

The Board recessed from 7:11 PM to 7:20 PM.

The Board proceeded to conduct its worksession on the district's Technology Plan.

The Board adjourned at 8:02 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 19, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:11 PM.

Present—Directors De Bruin (6:30 PM), Johnson (6:30 PM), Lucey, O'Neil, Sinicki, Small and President Bills—7.

Absent and excused—Director Todd—1.

Vacancy on Board—1.

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

October 13, 1994

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, Wednesday, October 19, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent.

In order to conduct the Superintendent's annual performance evaluation, the Board may convene, pursuant to Wisconsin Statutes 19.85 (1) (c), in executive session.

NANCY R. NOESKE
Director

Director Lucey moved that the Board retire to executive session for the purpose of conducting the annual performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Neil, Sinicki, small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:13 PM.

The Board adjourned from executive session at 8:35 PM.

ROBERT J. LAWRENCE

Assistant to the Director, Office of
Board Governance

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 20, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:15 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and President Bills—5.

Absent abd excused—Directors De Bruin, Johnson and Todd—3.

Vacancy on Board—1.

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

October 13, 1994

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 Thursday, October 20, 1994, at 6:00 PM 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 Section 19.85 (1) (a), Wisconsin Statutes.

Nancy R. Noeske
Director

Director Sinicki moved that the Board resolve 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 Lucey, O'Neil, Sinicki, Small and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:17 PM.

The hearing was closed at the request of the teacher.

The Committee of the Whole recessed pending the decision of the arbitrator on the residency requirement at 7:50 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 26, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 6:32 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki (6:34 PM), Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Oni Glover, an MPS student who died during the month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

October 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Excellence in Education Award

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

Eagle's Wing Productions
John Marshall High School

The students participating in Eagle's Wing Productions are:

***Justin Bailey**
Elizabeth Bilgo
***Benjamin Carrasquillo**
***Andre Davis**
Ronneal Davis
***Karen Ferry**
***Kathy Ferry**
Latrice Foye
***Brian Franklin**
Melody Frazier
Latania Gatson
Angela Hanstad
Seretha Jamison
Joshua Johnson
Steven Krause
Tameika Lawrence
Fernice Mohomes
Tonya Mull
Heather Nierode
***Ramon Nunez**
Jimmy Pfeifer
Lakeisha Powers
***Adam Reed**
***Ronda Stingley**
Samantha Taylor
Nicole Truvillion
Jennifer Walters
Ladonna Walton
Janiece Warino
Travis Williams
***Kristopher Woyach**

* Students were juniors last spring who worked on the *Time and Time Again* video.

Their teacher is **Mr. John Holmes** and the principal of Marshall High School is **Ms. M. Ann Griffiths**.

The students in the video production classes at Marshall High School function as a video production company called Eagle's Wing Productions. The students produce *socially responsible* videos for MPS-based and outside clients, specifically non-profit groups which do not have the money to have their video production needs met professionally. Eagle's Wing Productions has produced several outstanding videos for a variety of clients.

Leader in School to Work

Recently, in concert with S.C. Johnson Wax, Eagle's Wing Productions' students produced an environmental video, *Time and Time Again*, which focuses on new developments in integrated solid waste management with an emphasis on steel aerosol can recycling. This video was featured at the International Partnership Conference in Paris last July, but had its U.S. premiere in Milwaukee on September 28, 1994.

The video is being distributed as part of a learning kit to all U.S. high schools. In the spring, a second version of the video will be distributed to all U.S. middle and elementary schools. S. C. Johnson Wax will sponsor the production of a European version of the video. On November 1st, the students will travel to Johnson Wax in Racine and a team of students from the BRIT School will go to Johnson Wax's British facility for a satellite teleconference to discuss plans for this video. Later in November, Mr. John Holmes and a team of students will travel to London to begin work on this production. It is believed these are the first international school to work high technology projects ever done with a multi-national corporation.

Additionally, Eagle's Wing Productions is partnering with a second British school plus the Bavarian International School in Munich, Germany, to explore computer and satellite links for the transmission of voice, video, and data so that students may work cooperatively with businesses on international school-to-work projects.

Other Accomplishments

Last year, Eagle's Wing Productions produced a video on eye care safety for *Prevent Blindness -Wisconsin.* The video will be distributed to all Wisconsin elementary schools prior to December 1.

The students produced several videos for the *Midwest Gang Investigators Association*, a group of 2,000 law enforcement personnel dealing in gang crimes for various municipal police departments in a seven state area. Notable videos produced for the association include:

Destructive Occult Behavior
Understanding Gang Identifiers
Street Weapons-Beyond Guns
Street Heat: Kids, Gangs, and Guns.

The *Street Heat* video is used by DARE police around the country and has aired on public television. *Street Heat* won the 1993 National Time Warner Cable Crystal Apple Award for Excellence. All of the videos have been used since 1992 at the annual youth gang symposiums of the National Association of Secondary School Principals.

The video, *Urban School Bus Safety*, was produced for the Milwaukee Public Schools' Division of Transportation. It is used throughout the school district and was a winner of the 1992 Urban Technology Award from the Council of the Great City Schools.

Breakfast—the Smart Start, was produced for the Milwaukee Public Schools' Division of School Nutrition Services. The video, starring Olympic Gold Medalist Bonnie Blair, will be used to promote the MPS secondary school breakfast program.

This year, students in Eagle's Wing Productions will produce a safety video for the Milwaukee City Council PTA, plus a gang diversion video for the MPS Office of Interscholastic Competition. Currently, the students are finishing a middle school recruitment video for use by Pulaski High School.

Eagle's Wing Productions is nationally and internationally recognized. Its youth gang diversion video work was the topic of the June, 1994, feature article in the nationally distributed Cable in the Classroom magazine. Based

on the strength of the program, Marshall High School was chosen the first international affiliate school of Great Britain's City Technology Colleges in 1992. Eagle's Wing Productions has been featured in presentations at the National Association of Partners in Education (Washington, D.C.), National Association of Secondary School Principals, and the first two International Education and Business Partnership Conferences held in Birmingham, England in 1992 and Paris, France in 1994.

Service Expansions

This year, Eagle's Wing Productions received $20,000 in grants from the Milwaukee Foundation and the Applied Power Foundation. Computer equipment will soon be installed so that students may produce presentational graphics (35mm slides, overheads, etc.) for clients. Also, the students will do some desktop publishing of curriculum guides to complement videos produced. The computers will also be used to learn non-linear video editing as well as manage the Eagle's Wing Productions business.

Several major grants are currently in process to upgrade the existing, outmoded video production equipment to a broadcast quality, computer-based system that will better meet the needs of today's clients and prepare students for the type of equipment found in the world of work.

Program Leadership

It is also appropriate to recognize **Mr. John Holmes**, the teacher responsible for this program at Marshall High School. Mr. Holmes has provided exemplary leadership in developing and implementing the video production classes which led to the establishment of Eagle's Wing Productions. His efforts in locating and signing up various clients has provided the students in the program tremendous learning experiences in video production involving "real life" situations, while also providing a service to the non-profit organizations. Mr. Holmes should also be commended for his efforts in promoting the program nationally and internationally. An example, is Marshall High School's status as the first international affiliate school of Great Britain's City Technology Colleges. His continued commitment and dedication to the students is valued and appreciated.

I would ask that the Board of School Directors and the entire school community join me in recognizing John Marshall High School's Eagle's Wing Productions and Mr. John Holmes for their achievements.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

October 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Awards and Recognition

The following are being submitted for recognition by the Board.

Congratulations are extended to **Hopkins Street School** in honor of its *100th year of educating Milwaukee children*. During the week of October 3, school-wide celebrations were held under the theme, "Centennial Celebration Through the Arts." Various artists spent time each day at Hopkins working with the students to combine history and the arts.

Two Milwaukee Trade and Technical High School seniors were named semifinalists in the *1995 National Merit Scholarship Program*. **Be A. Ware** has maintained a 3.8 grade point average, is the cadet

colonel for Milwaukee Tech's ROTC and a member of the Civil Air Patrol at Timmerman Field. Be

was recognized by the Board in February, 1994, for receiving the 1993 Kodak Young Leader Award based on his leadership skills and academic achievement. **Brian Goral** has maintained a 4.0 grade point average. He plays on Milwaukee Tech's football team, competes on the swim team, and practices a daily weightlifting routine. He has hopes of attending the U.S. Naval Academy next year and possibly training to become a Navy Seal. Be and Brian were featured in a front page story in the September 29, 1994, Milwaukee *Journal* which highlighted their accomplishments.

A team of teachers from Bryant Elementary School attended *Space Camp* for six days in August, 1994, in Huntsville, Alabama. The team from Bryant included: **Peggy Kuhnz, Jane Bogart, Sherrie Griffin, Deborah Dreyfus, and Sue Giaimo**. The team applied for and received a grant through MPS' Division of Curriculum and Instruction, Department of Educational Services. The teachers brought back with them a vast amount of information regarding space and space technology. They are developing staff development opportunities to share their experiences with teachers from other schools. They also plan to seek funding for student and staff scholarships so that more people can experience the enrichment of Space Camp firsthand. The teachers from Bryant and other school districts who participated in this program were featured in an article in the September 14, 1994, issue of Education *Week*.

Dr. James Kroll, guidance director at Rufus King High School, was elected president of the Wisconsin Association for Counseling and Development for 1994-95. Dr. Kroll also deserves recognition for coaching the Rufus King team for their second place win in the Panasonic Academic Challenge held in Orlando, Florida. The students on the team were recognized by the Board for their outstanding performance in August. The team competed against 43 other teams nationwide.

Several MPS teachers directed and presented the session, "Breaking Barriers: Teaching Latin America Across Disciplines," at the 1994 annual conference of the North Central Council of Latin Americanists for university faculty from across the upper Midwest. Their presentation focused on their classroom experiences and their participation in the National Endowment for the Humanities Masterwork Project. The teachers received commendation from Marquette University for their efforts. The teachers are:

Ms. Connie Wood	**Rufus King High School**
Ms. Shirley Minga	**Rufus King High School**
Ms. Rebecca Mormann	**Milwaukee High School of the Arts**
Ms. Elizabeth Dussault	**Milwaukee High School of the Arts**
Ms. Grace Thomsen	**South Division High School**

Ms. Carol Reiners, **teacher at Jackie Robinson Middle School**, was praised by Alverno College for the leadership role she played at the Assessing Learning Project summer institute held this August. At the institute, Ms. Reiners taught in a model classroom that was available for teacher participants to observe so that they could see assessment practices in action. Dr. Julie A. Stoffels, Associate Professor at Alverno College said, "Carol brings excellent skills for working effectively with students. Her ability to link meaningfully with individual students in the classroom was evident and helped students to take responsibility for their learning." Ms. Reiners will be assisting in evaluating the institute and in planning for a similar one to be held in the summer of 1995.

I would ask that the Board of School Directors and the entire community join me in recognizing the work and achievements of our students, employees, and schools.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 3)

October 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District and the Milwaukee Board of School Directors, by Mr. Anjum S. Dieckmann, attorney, on behalf of Brian Holman, a minor, and his mother, Carolyn Holman, for injuries allegedly sustained by Brian Holman at the Sholes Middle School on October 8, 1993.

Claim is made in the sum of $7,100.

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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned document attached)

On the motion of Director Small, the claim was disallowed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki (6:34 PM), Small, Todd and President Bills—8.

Noes—None.

(Item 4)

October 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

On September 20, 1994, a communication was received from the Department of City Development recommending payment of a relocation claim relating to the site acquisition for the Sarah Scott Middle School. Upon receipt of the communication, the Division of Facilities and Maintenance Services conducted an investigation to ascertain the reasons for the late submission of this claim. As a result of the investigation, the Following two reasons emerged:

1. The claimant filed the claim on the final day of eligibility permitted under the statutes—two (2) years after acquisition.

2. There were delays in processing by the Department of City Development due to their review of the claim and staffing issues within the department.

The Division of Facilities and Maintenance Services has reviewed the claim and finds that it is in order. As a result, it is recommended the following relocation claim be paid:

Bernard Paget - Site Address: 1212-22 West State Street
Moving Expense, Final Moving Expense,
Business and Residential..... $92,545

This payment represents the final claim related to the site acquisition for Sarah Scott Middle School.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Small moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

COMMITTEE OF THE WHOLE

Director Lucey 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 De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd and President Bills—8.

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 6:58 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

Director Lucey moved to suspend Board rules 2.31 and 2.09 to allow for adoption of any recommendations regarding the regular items of business on the agenda.

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

Ayes—8; Noes—0.

(Item 1) Teacher, School Social Worker and Physical Therapist appointments

The Superintendent recommends the following appointments, effective as indicated:

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 29, 1994, and September 8, 1994, inclusive:				
5(r)	Jennifer S. George Elementary	B	24,413	0	08-30-94
5(nr)	Reed A. Graf BF Science	B	25,634	1	08-29-94
5(r)	Heidi S. Jung Elementary	B	25,634	1	08-29-94
5(nr)	Charles D. LeBlanc Upper Elementary	B	24,413	0	08-29-94
5(r)	Dorothy L. O'Connor L. D.	B	24,413	0	08-30-94
5 (nr)	Arlene M. Pitts Elementary	B	24,413	0	09-06-94
4(r)	Walter Robles Elementary/Bilingual	B	24,413	0	08-29-94
5(r)	Patricia R. Stuiber Upper Elementary/Mathematics	B	25,634	1	09-06-94
	Effective between September 9, 1994, and September 21, 1994, inclusive:				
5(r)	Jon E. Bovee Computer	B	24,413	0	09-19-94
5(nr)	George M. Cross Chemistry/Biology/BF Science	B	24,413	0	09-21-94
2(r)	Katrina R. Edmond Grade 4	B	24,413	0	09-16-94
5(nr)	Lisa A. Strutz Spanish	B	24,413	0	09-12-94

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 22, 1994, and October 4, 1994, inclusive:				
2(r)	Bettie J. Washington Elementary	B	24,413	0	09-12-94
5(nr)	Peter J. Benassi Automotive Tech	B	24,413	0	10-03-94
5(nr)	Camille A. Brighten Art	B	24,413	0	09-26-94
5(r)	Tara L. Levendusky Occupational Therapy	B	24,413	0	09-26-94
5(r)	Paul D. Mennicke J-ROTC	B	32,958	7	09-26-94
3(r)(b)	Carole R. Mukai Occupational Therapy	B	28,075	3.5	09-26-94
5(r)	Kathleen Scholl Reading	B	30,516	5	10-03-94
2(r)	Ouida M. Williams Guidance	C	27,587	0	09-26-94
5(r)	Sandra K. Zelewski Science	B	25,634	1	09-26-94
	Effective between October 5, 1994, and October 17, 1994, inclusive:				
2(r)	James T. English ROTC	B	32,958	7	10-17-94
2(nr)(a)	Bernice E. Jefferson Librarian	E	40,538	8.2	10-10-94
5(nr)	Mary K. Stillmank Speech Pathology	B	24,413	0	10-10-94
	Effective between October 31, 1994, and November 10, 1994, inclusive:				
5(nr)	Mary S. Horvat Library/Media	C	27,587	0	11-01-94

		Salary	Years of Experience Credit	Start Date
	School Social Workers - Schedule 02			
	Effective between September 22, 1994, and October 4, 1994, inclusive:			
5(nr)	Dena L. Woodas	38,076	2.5	09-28-94
	Physical Therapists - Schedule 04			
	Effective between August 29, 1994, and September 8, 1994, inclusive:			
5(r)	Martha L. Reiser	31,544	0	09-06-94

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

Director Lucey moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Administrative Appointments and Promotions

1. The Superintendent recommends that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

(nr)	Peggy Holtman	Supervisor, Early Childhood Exceptional Education Needs	Schedule III, Range 8A $62,743
(r)	Darlene Liston	Supervisor, Chapter I Secondary Mathematics	Schedule III, Range 8B $50,456
(nr)	Kathleen Dermody	Supervisor, Programs for Students with Cognitive Disabilities and Programs for Students with Orthopedic Impairments	Schedule III, Range 8C $53,741
(r)	Stevie Summers	Supervisor, Programs for the Emotionally Disturbed	Schedule III, Range 8C $53,741

(r)	Linda Kreft	Staff Development Specialist - Multicultural Emphasis	Schedule III, Range 8A $57,850
(r)	Ella Hayes	Supervisor, Chapter 1 Elementary Mathematics	Schedule III, Range 8B $43,496
(r)	Reola Holloway	Supervisor, Chapter 1 Elementary Integrated Reading/Language Arts	Schedule III, Range 8B $53,741
(nr)	Janet Miller	Supervisor, Chapter 1 Elementary Integrated Reading/Language Arts	Schedule III, Range 8B $53,741

2. The Director of Board Governance recommends that the following individuals be appointed to the classifications indicated, effective upon assignment following approval by the Board:

(nr)	Nancy A. Merrill*	Auditor IV	Schedule III, Range 8A $55,000
(r)	Michael Bonds*	Auditor III	Schedule III, Range 6A $48,000

*These appointments are contingent upon satisfactory completion of the criminal background check and the medical examination.

(nr) Non-resident
(r) Resident

Director Small moved to approve the recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) Approval of Certificated Leaves of Absence

The Superintendent recommends approval of the following leaves of absence effective as of the dates indicated:

Illness Leave, to January, 1995:

Clare Siems	Day-to-Day	August, 1994
Mary Bluhm	Longfellow/Silver Spring	September 13, 1994

Illness Leave, to June, 1995:

Rosaline Amukele	Forest Home	August, 1994

Maternity Leave, to January, 1995:

Peggy Chase Drana	Lee	October 17, 1994

Personal Leave, to June, 1995:

Ruthann Datka	Victory	August, 1994

Sabbatical Leave, to January, 1996:

Krisann Pergande	38th Street	January 23, 1995

Sabbatical Leave, to June, 1996:

Robert Wenner	North	August, 1995

Extension of Illness Leave, to June, 1995:

Helena Curtain	Leave	August, 1994
Barbara Etim	Leave	August, 1994
Debra Klingman	Leave	August, 1994

Extension of Maternity Leave, to June, 1995:

Irma Daniels	Leave	October 3, 1994

Director Lucey moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 4) Approval of Carryovers from the FY 1994 to the FY 1995 Budget

Administration's Analysis

1. Carryover Policy: Under the carryover policy adopted by the Board in March 1993, all school and departmental deficits are automatically carried over into the following fiscal year. Carryover of all ***non-school*** surpluses can occur only if specifically approved by the Board.

2. September 1994 Board Action: Last month, the Board approved: a) school special carryovers of $1,665,813; b) school nutrition special carryover of $99,500; and, c) the non-carryforward of deficits totaling $3,189,417 (School and Community Services for $506,808; Parent and Student Services for $793,119; and sum-sufficient central accounts for $1,889,490).

3. non-school Special Carryovers: The Board delayed approval of departmental special carryovers of $1,314,321 pending information on the district's financial reserves. The Superintendent's Advisory Committee on Financial Reserves is meeting during October and November 1994, to develop a recommendation on financial reserves for the Superintendent. The Superintendent will share in turn the information with the Board.

4. Current Financial Reserve Position: As a percentage of expenditures, the district's currently available financial reserves equal 13.2% of FY94 *actual* School Operations Fund expenditures. The district's position of 13.2% exceeds the range of 5% to 10% for local governments as published by the Government Finance Officers Association (and generally supported by credit rating agencies), and exceeds

guidelines in other publications. It is the administration's opinion that a 13.2% reserve places the district in a very sound financial position.

Strategic Plan Compatibility Statement

5. The recommendations under this proposal are consistent with the Board goal of Fiscal Responsibility as efforts to aid informed decisions about allocation of resources for district programs, functions, and operations.

Fiscal Impact Statement

6. This item increases the resources for various FY 1995 operations by a total of $1,314,321 in surpluses carried forward.

Implementation and Assessment Plan

7. Funds will be carried forward as a part of the requesting departments' FY 1995 working budgets following board approval.

Superintendent's recommendation

That the $1,314,321 in special carryovers of surpluses for non-school budgets shown in the attachment be approved.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director De Bruin—1.

* * * * *

(Item 5) Approval of Amendments to the FY 1995 Budget

Administration's Analysis

1. The district concluded its FY94 operations with a gross surplus of $15,461,100 (the sum of all surplus positions for schools, departments, and centralized accounts exclusive of any deficit). This amount has been reduced to $875,300 as a result of automatic carryovers for schools, September 1994 Board action on school special carryovers and funding certain deficits.

2. The district's School To Work ("STW") initiative is a major, multi-year program that started with 10 first wave schools in FY94 and will expand to all schools in FY97. The implementation of STW requires large one-time sums to pay for professional development in the areas of integrating curriculum, team building/communications, business/school partnerships, school planning time as well as direct school support. The administration recommends that $875,300 of the FY94 surplus be allocated to STW to defray a portion of these one-time program costs. The district will continue its present effort to aggressively seek outside funding for STW. The Board postponed action on this item on September 28, 1994. This request is now resubmitted for Board action.

Strategic Plan Compatibility Statement

3. 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 and active workers in society, and as employees will share in the district's decision-making process and be held accountable for student achievement.

b Fiscal Responsibility to facilitate informed decisions about allocations of resources for district programs, functions, and operations.

Fiscal Impact Statement

4. These recommendations and the Board's September 28, 1994 action increase the resources allocated to the School Operations Fund in FY95 for various operations by a total of $2,375,300 from the adopted amount of $644,433,372 to an amended amount of $646,808,672. The Board resolution concerning the FY95 school operations fund budget will need to be amended and communicated to the Common Council of the City of Milwaukee. Approval of Items 4 and 5 will fully allocate the FY94 surplus. These recommendations will not change the adopted FY95 property tax levy.

Implementation and Assessment Plan

5. FY94 surplus funds will be distributed to the recommended accounts following Board approval.

Superintendent's recommendations

1. That $875,300 of FY94 surplus funds be allocated to School to Work.

2. That the Board adopt the FY95 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 ~~$644,433,372~~ $646,808,672 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 year 1994-1995; and that $220,610,916 hereof 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 1994, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 6) Award of Construction Contracts

Superintendent's recommendation

The Superintendent recommends the following contract awards..

ADA COMPLIANCE WORK—BID PACKAGE 3—REBID

Division 1—Brown Street Academy

Genz Construction, Inc., low bidder, base bid of $62,000 minus $5,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails $57,000

Division 4—O. W. Holmes Elementary School

Genz Construction, Inc., low bidder, base bid of $98,000 minus $14,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails 84,000

Division 6—Starms Early Childhood Center

Genz Construction, Inc., low bidder, base bid of $93,000 minus $8,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails; minus $19,000 for mandatory alternate bid 2 to eliminate fire alarm

modifications; plus $40,000 for mandatory alternate bid 3 to include fire alarm replacement system 106,000

ADA COMPLIANCE WORK—BID PACKAGE 4—REBID

Allen-Field Elementary School
Genz Construction, Inc., low bidder, base bid of $136,780 minus $6,000 for mandatory alternate bid 1 to eliminate the removal and replacement of stair handrails 130,780

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 7) Authorization to Extend Existing Contracts for Program Architect and Design Services and for Asbestos Abatement Design and Project Management Services

Administration's Analysis

1. On April 24, 1989 (Proc., pp. 1011-1013), the Board authorized retention of Herbst, Eppstein, Keller & Chadek to provide Program Architect/Management Services. This contract was in response to Requests For Proposals received on April 17, 1989.

In 1991, proposals were again solicited to provide Program Architect and Design Services. On June 3, 1991, proposals were received from six firms to provide these services in response to the Request For Proposals. On August 28, 1991, the Board authorized the award of the contract to Herbst, Eppstein, Keller & Chadek at a monthly base retainer of $2,500/month for a three-year period.

2. On August 28, 1991, the Board authorized the award of a three-year contract to Energy Concepts, Inc. to provide Asbestos Abatement Design and Project Management Services in accordance with their proposal submitted on June 3, 1991. This proposal did not include a monthly retainer, but contained a price structure for various projects on a percentage fee basis. It should be noted that Energy Concepts, Inc. had done numerous individual projects in addition to having provided technical assistance related to asbestos issues since 1988 for the Division of Facilities and Maintenance Services.

3. Although both contracts have expired, the two firms will need to continue to provide services for the foreseeable future, as both are currently involved in ongoing projects and will complete their obligations related to those projects. It is anticipated that these will continue at least until early 1995.

4. The Division of Facilities and Maintenance Services has been in discussion with both of the firms as to a possible extension of their contracts under the same terms. Both firms have indicated that they would be willing to extend their current contract on the same terms, conditions, and fees. The extension of the current contracts would be more beneficial to the district for a number of reasons:

a. Continuity of high quality services would be guaranteed. This is especially important given the number of critical projects currently in the planning stage. Both firms are familiar with district standards and expectations and can best articulate these to individual project consultants.

Continuation of existing contracts would also provide uninterrupted service on projects currently in conceptual stages. A new firm would require a period of time to become familiar with district standards, methods, practices, and expectations to adequately provide a comparable level of service. Experience has shown that this period can be as long as nine months in length.

b. Additional costs would not be incurred in order to solicit new proposals. In addition, there will be no additional costs incurred during the learning period required for any new consultant. Experience with the existing consultants has shown that additional costs were not only incurred on individual projects, but also for additional staff time to assist in project management during the initial months of the current contracts. Given the current scarce resources available, every effort is given to minimize unnecessary costs wherever possible.

Strategic Plan Compatibility Statement

5. 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

6. Board policy requires that all contracts for professional services over $25,000 be approved by the Board.

Fiscal Impact Statement

7. There is no net fiscal impact.

Implementation and Assessment Plan

8. Upon approval by the Board, extensions to the existing contracts will be executed and processed through normal procedures. Ongoing evaluations will continue to insure that high quality of services continue to be provided. Termination procedures have been made part of each of the agreements and will be utilized if required.

Superintendent's recommendation

That the following contracts be extended for five (5) years under the same terms and conditions:

a. Eppstein, Keller, Uhen to provide Program Architect and Design Services.

b. Energy Concepts, Inc. to provide Asbestos Abatement Design and Project Management Services.

Director Sinicki moved to approve the Superintendent's recommendation.

Director Johnson moved that the contract be extended until the existing project scheduled into 1995 are completed and that the qualifications for the program architect be reviewed based on new HUD participation guidelines, and that it be sent out for public bid.

The motion failed for lack of a second.

Director Todd moved to refer the matter to Committee.

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

Ayes—Directors De Bruin, Johnson, O'Neil, Sinicki, Small, Todd, President Bills—7

Noes—Director Lucey—1

* * * * *

(Item 8) Award of Contract to Develop a District Technology Information Plan

Administration's Analysis

1. In September, 1993, the Milwaukee Board of School Directors adopted the Strategic Plan for Technology ("Plan") developed by Andersen Consulting in partnership with the District. The district is currently in the first full year of the Plan.

2. The first 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. A complete description of the initiative as described in the Plan is attached.

3. The anticipated outcomes of the Information Plan project are:
- a model of the information relationships that cross organizational boundaries documented to guide and accelerate technical implementation of the plan,
- a vision of school and departmental technology,
- an assessment of the infrastructure needs of each location in order to support the vision,
- an assessment of the organizational issues which need to be addressed in order to effectively support the vision,
- documentation of the relative position of each school to the vision to identify the areas of greatest resource needs during the implementation (technology roll out),
- an assessment of the relative level of each school's usage of technology for higher level thinking (as contrasted with drill and practice),
- documentation of security issues and requirements including business resumption planning,
- identification of strategic processes to be targeted for reengineering in order to improve efficiency in operations, and
- **i**mplications of the technology strategies which need to be employed to meet the information needs of the district.

4. Competitive sealed proposals were solicited from a broad spectrum of 154 national and local firms. Proposals were received from seven firms. An evaluation committee comprised of Executive Technology Review Committee members and their staffs conducted a detailed analysis of the proposals utilizing the following criteria:

30%	Responsiveness of the proposal in clearly stating an understanding of the work to be performed. Included in this area was the meaningful participation of a HUB.
20%	Technical experience of the firm.
25%	Qualifications of the assigned staff.
10%	Reference responses.
15%	Cost

Participation of a HUB was established at a minimum of 20% of the value of the Contract.

The following matrix represents the results of the bid analysis.

	Maximum Fee	**HUB Participation**
Andersen Consulting	$400,000	21%
Computer People	205,589	24%
Coopers & Lybrand	424,500	20%
Elert & Associates[1]		
Grant Thornton	324,416	29%
Software AG	593,350	22%
Strategem	507,175	20%
Average Fee	$409,172	
Highest Fee	593,350	
Lowest Fee	205,589	

Note 1: Elert & Associates were disqualified from further consideration due to lack of sufficient documentation of HUB participation.

5. The two highest ranked proposers, Andersen Consulting and Coopers & Lybrand, were invited to present their proposals to the ETRC and other interested staff. Based upon that evaluation, the ETRC recommended to the Superintendent that the contract be awarded to Coopers & Lybrand, at a total cost not to exceed $424,500.

Strategic Plan Compatibility Statement

6. The development of an Information Plan is consistent with Goal number 1, Student Achievement as it will:

- Empower Staff— employees will share in the district's decision making process.
- Technology—strategies will be presented to support students' use of technological resources capably, actively, and responsible.

7. The Information Plan will provide strategies to achieve goal number 3, Fiscal Responsibility as it will guide the implementation of technology to more efficiently and effectively streamline administrative functions.

Statute, Board Policy or Rule Statement

8. Board policy requires that professional services contracts in excess of $25,000 be approved by the Board.

Fiscal Impact Statement

9. Funding for the Information Plan was established in the adoption of the FY 95 funding for the Strategic Plan.

Implementation and Assessment Plan

10. The study will begin in November 1994, with a completed report for Board consideration being due March 1, 1995.

Superintendent’s recommendation

That a contract be awarded to Coopers & Lybrand to develop a district technology information plan in an amount not to exceed $424,500.

Director Todd moved to approve the Superintendent’s recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O’Neil, Sinicki, Small and President Bills—7.

Noes—Director Todd—1.

* * * * *

(Item 9) Award of Contract to Provide Assistance for a Study of Clerical Positions

Administration’s Analysis

1. A FY 1995 goal for the Department of Human Resources is to conduct a comprehensive, districtwide classification and compensation study of all secretarial, clerical and other support staff jobs.

2. This project is necessary for several reasons:

- there currently is no formal job evaluation program for this occupational group;
- job descriptions are in need of review
- changes in responsibilities may not be fully documented
- job titles need to better reflect job responsibilities

- a more credible, structured job evaluation process is required in order to make valid comparisons of job values across functions and job levels;
- there is no process to link compensation levels to prevailing market rates.

3. Approval is requested to contract with The Wyatt Company to provide technical assistance in the design and implementation of this study. The department does not have adequate staff resources to undertake this project without the assistance of a consultant.

4. The Wyatt Company will be expected to provide technical assistance in the following areas:
- design and produce a structured questionnaire to obtain valid job information;
- conduct a market study using public and private sector data to ensure competitive salary ranges;
- conduct statistical analyses to assist in determining optimal factor weights; provide validation checks to help ensure the reasonableness of evaluations;
- provide training to department staff in the ongoing administration of the program;
- provide PC-based software for ease of analysis and ongoing administration;
- provide assistance in communicating the objectives of the study and the final results to the Board and affected employees.

Strategic Plan Compatibility Statement

5. This project will aid the district in clearly delineating job responsibilities to determine appropriate pay levels. It is expected that employee morale and productivity will be enhanced as a result of implementing a sound personnel management approach in determining internal and external pay equity.

Statute, Board Policy or Rule Statement

6. Board policy requires all contracts in excess of $25,000 be approved by the Board.

Fiscal Impact Statement

7. Funds to undertake this project are contained in the department's current year budget.

Implementation and Assessment Plan

8. This project will be overseen by the Director of Human Resources, with the aid of an advisory committee.

9. A final report and implementation will be presented to the Board for review and approval prior to implementation. It is anticipated that this project will be completed in May, 1995.

Superintendent’s recommendation

That the Board authorize the administration to contract with The Wyatt Company for an amount not to exceed $55,000 to provide technical assistance with the design and implementation of this project.

Board Clerk Noeske reported Item 9, the award of contract to provide assistance for a study of clerical positions.

Director Johnson moved to approve the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 10) Award of a Contract to the Council for Basic Education for Phase I of the Standards and Assessment Development Process

Administration’s Analysis

1. The principles and goals of the K-12 Teaching and Learning Reform guide the core academic agenda in the Milwaukee Public Schools. In its strategic plan and other actions, the Board of School Directors has mandated that:

- standards and assessments be developed around the K-12 teaching and learning goals to guide school to work and other educational reform in the district;
- performance assessments be developed at the elementary, middle, and high schools in mathematics, science, communications, and the arts by June 1996;
- these performance assessments will become part of the accountability measures for schools and the district, replacing or supplementing existing measures as appropriate.

2. In order to accomplish this task, a K-12 Standard Setting and Assessment Project has been designed with assistance from the Joyce Foundation, the Council for Basic Education, and Alverno College. Phase one of the project will produce the following deliverables:

- develop standards reflecting the core skills and understandings expected of students in the five core content areas (science, mathematics, English/reading, social studies, and the arts);
- correlate the standards with the K-12 teaching and learning goals 1, 2, 4, 5, 7, and 8;
- produce sample assessments and curriculum materials;

Phase two of the project will encompass development of performance assessments and the extension of standards to the remaining four goals. The standards and assessments will be piloted in the School to Work schools during the 1995-1996 school year.

3. The Council for Basic Education (CBE) serves as a national advocate of the liberal arts for all elementary and secondary students and assists urban and metropolitan school districts in the creation and development of standards and assessments that support the mandates of Goals 2000. Recognizing the uniqueness and diversity within each school district CBE's research-based assessment and standards development program is uniquely characterized by an educational philosophy that values interdisciplinary teaching and learning, promotes learner responsibility and teacher accountability, and emphasizes strategic instruction.

4. The driving force behind CBE's professional development program is its ability to assist school districts in developing assessments and standards that best meet the needs of students and to put theory into practice. CBE has been involved in the creation of national standards that support Goals 2000, through their development of *A Standards Primer,* which is a compilation of the best current thinking about national standards in the basic subject areas, foreign languages, and the arts. They also provide access to national resources in the areas of standard setting and assessment. To this end, CBE offers to urban and metropolitan educators an inservice approach that:

- assists the school district in developing assessments and standards that develop a culture of high expectations and promotes assessment of student achievement that informs, enriches, enhances, and strengthens instruction;
- facilitates consensus on a new definition of assessment that includes higher order critical thinking and problem solving skills, and promotes creativity and integrated instruction;
- develops school-university-community partnerships aimed at strengthening the instructional program and student achievement.

5. Authorization is being requested in order to continue this partnership with the Council for Basic Education and to move the district's reform efforts forward.

Strategic Plan Compatibility Statement

6. The request meets the Board goal of student responsibility by putting into place standards and assessments that promote high academic achievement. Dissemination and implementation of the standards and assessments throughout the district, and at all grade levels, will promote equity. Also, schools will have better information with which to plan for staff development, thus promoting fiscal responsibility.

Fiscal Impact Statement

7. Phase one will cost $60,000 for the Council for Basic Education's services. Funds will come from the Department of Educational Services and the Joyce Foundation.

Implementation and Assessment Plan

8. Detailed above in numbers 3 and 5.

Superintendent's recommendation

That approval be given to enter into a contract for $60,000 with the Council for Basic Education (with offices at 1319 F Street NW Suite 900, Washington, D.C. 20004-1152) to cover the expenses for their services through January 15, 1995, for phase one of the standards and assessment development process. Deliverables are described in number 2 above.

Board Clerk Noeske reported Item 10, an award of contract to the Council for Basic Education for Phase I of the Standards and Assessment Development Process.

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 11) Approval of a Limited Residency for the Ko-Thi Dance Company at the Milwaukee High School of the Arts

Administration's Analysis

1. Ko-Thi Dance Company is a professional, non-profit affiliate of the University of Wisconsin-Milwaukee School of Fine Arts and is recognized locally and nationally as a cultural resource of distinction. The company has established an ongoing artistic and educational relationship with the Milwaukee High School of the Arts (MHSA) which has been evolving since 1989. The Company has provided master classes, staff development, workshops, lecture/demonstrations, guest artists and appearances, choreography and concerts to the students and faculty of the high school and has involved the larger community in many of these events.

2. The company has developed a community outreach school with a rapidly growing demand for its services.

3. The Ko-Thi Dance Company is requesting a limited "artistic company in residence" status for the school program.

4. The company is requesting limited use of the MHSA dance studios and locker rooms for the Saturday school program. Classes will be taught from March through May, 1995 from 10:00 a.m. until 2:00 p.m.

5. The Company intends to charge registration fees for public participation in the classes. A limited number of scholarships will be available to Milwaukee Public School students for participation in the classes. The specific number of scholarships will be identified in the contract which will be drawn between the high school and the company.

6. The company is prepared to provide continuing workshops and other professional and artistic services to MHSA on an ongoing basis in exchange for access to the high school dance facilities. These services fulfill a need to develop appropriate School to Work options for MHSA as Ko-Thi staff members will collaborate as both performing professionals and teaching professionals.

7. A committee of MHSA faculty, administration and Curriculum and Instruction staff members reviewed current residency practices especially those in place at the Lincoln Middle School of the Arts and those governing externally funded residencies.

Strategic Plan Compatibility Statement

8. The MHSA administrative, artistic, academic and maintenance staff have been involved in responding to this request and are persuaded that this residency will enhance the District's school to Work initiative by involving students on a regular basis with practicing professionals, in both a teaching mode and a performing mode.

Fiscal Impact Statement

9. The company is prepared to pay any costs and expenses related to the use of the facility. The committee determined that these costs will be primarily building engineer services.

10. All liability and other insurance responsibilities will be assumed by Ko-Thi in accordance with the liability and insurance language drafted in previous Lincoln Center artist in residence contracts.

11. The committee has determined that there will be no fiscal impact on the part of the school or the Board of School Directors related to this residency.

Implementation and Assessment Plan

12. Upon Board of School Directors approval of the residency, a detailed contract will be drawn between the Ko-Thi Dance Company and MHSA. The contract will be reviewed by the Division of Risk Management and the Department of School and Community Services. The contract will be a one year renewable contract contingent upon successful performance of the residency as described in the contract.

13. The MHSA Administration will establish a committee of staff members, community members, and representatives from the Department of Curriculum and Instruction whose responsibility will be to monitor the residency during the months of March through May.

14. The Ko-Thi Dance Company will be required to provide a performance report at the conclusion of classes in May.

15. The committee will analyze the monitoring reports and the performance report and make recommendations to the MHSA Administration regarding the future status of the Ko-Thi residency in June.

Superintendent's recommendation

It is recommended that the Board approve a limited residency for the Ko-Thi Dance Company at the Milwaukee High School of the Arts under the conditions described in items 5, 9, 10, and 12 through 15.

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(ITEM 12) Authorization to Make Purchases

Superintendent's recommendation

That the following sole source purchases be authorized. The Technology Advisory Committee concurs in the recommendation to make these sole source purchases:

SS-089 Networking of Classrooms: Chapter 1 Funds—Garden Homes School
Entre Computer for 13 IBM 486 model 55 workstations tied to a file server via token ring netware $54,796

SS-114 Library/Media Center Technology System—Parkman Middle School
Follet Software for the library circulation system, conversion of 10,000 book titles and training; an IBM file server and 3 each 486 model 50 workstations, including installation and training 23,525
Assist Corporation for installation of network cabling 880

SS-115 Distributed PC Network: Chapter 1 Funds—Wisconsin Avenue School
Golden & Associates for 39 IBM compatible (Dell) workstations, file server, tape backup, 18 printers and training and support services 130,761

SS-116 Expansion of CCC Macintosh Lab: School and P5 Funds—Martin Luther King, Jr. School
Computer Curriculum Corporation for a 35 station software package *Successmaker III*, including installation and training. (installed on 10 existing and 25 new units) 79,586

Apple Computer for 25 each LC575 Macintosh computers 40,750

Director Lucey moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki, Todd and President Bills—6.

Noes—None.

Temporarily absent—Directors De Bruin and Small—2.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of October 18, October 24 and October 26, 1995.

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

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

Noes—None.

UNFINISHED BUSINESS

The Director, Office of Board Governance, advised the Board that at its meeting on October 17, 1995, the Board postponed consideration of the following resolution by Director Todd to the October 26, 1995, meeting. At the time the motion to postpone was adopted, a motion to adopt the resolution was on the floor.

RESOLVED, That CYD be reinstated as a partnership school this first semester of the 1994-1995 school year at full capacity; and be it

FURTHER RESOLVED, That CYD be looked at as a potential learning center for housing Kilmer, Hayes, and 68th Street Alternative programs in new facilities yet to be determined.

Director Small moved a substitute motion to direct the Administration to contract with CYD to provide for 15 behavioral assignment seats for grades 7 through 12, effective as soon as reasonably possible, and for up to 50 additional seats effective beginning with the second semester, the 1994-1995 school year, at a total cost for the entire school year not the exceed $177, 525, and that the Administration be directed to work with CYD to develop a long term academic program with an acceptable educational and financial plan for Board Consideration with partnership contracts to be considered for the 1995-1996 school year.

Director De Bruin moved to amend the substitute motion to delete the words, "for 15 behavioral reassignment seats for grade 7 through 12 effective as soon as reasonably possible and" and change 50 to 65, to essentially begin with the second semester, with the financial figure adjusted accordingly.

The question being on adoption of the amendment to the substitute motion, the amendment failed of adoption, the vote being as follows:

Ayes—Directors De Bruin, Lucey and President Bills—3.

Noes—Directors Johnson, O'Neil, Sinicki, Small and Todd—5.

President Bills, requested permission to change her vote from "aye" to "no".

There being no objection, the request was granted.

Director Small moved to amend the substitute by deleting the words "for 15 behavioral assignment seats."

The amendment was adopted by consensus.

The question being on the substitution of Director Small's motion for the motion to adopt the resolution, the motion was substituted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small and Todd—7.

Noes—President Bills—1.

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

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Small and Todd—6.

Noes—Director Sinicki and President Bills—2.

COMMUNICATIONS AND PETITIONS

The Director of Board Governance presented the following communication:

Communication from James M. Sampson, president of the St. Charles Alternative School, regarding a request that the Board review its decision and renew the St. Charles contract with MPS.

Reeferred to the Finance and Facilities Commitee.

RESOLUTIONS

By Directors Todd and O'Neil:

WHEREAS, Interdistrict equity is an MPS Board goal; and

WHEREAS, The Spanish Immersion School has recently been named a high achieving school; and

WHEREAS, Schools that are succeeding need to be supported and expanded; and

WHEREAS, The Spanish Immersion School with 530+ students is among the lowest in per pupil allocation, and

WHEREAS, Fifty percent of the students receive free lunch and sixty-seven percent of the student body is minority, but the school receives no categorical funds; and

WHEREAS, The low level of budget dollars continues to cause great hardship on the staff and students, particularly students of color; and

WHEREAS, The Spanish Immersion School has had to suffer financial discrimination for a number of years for no apparent reason; and

WHEREAS, The Spanish Immersion School should be encouraged to continue its tradition of excellence and success in education; and

WHEREAS, Spanish is fast becoming America's second language; and

WHEREAS, South of the Boarder has become an economic reality with NAFTA and the concept of the global village in an emerging reality internet and the rapidly growing international trade; now, therefore, be it

RESOLVED, That an additional $50,000 be allocated to the Spanish Immersion School for school operations; and be it

FURTHER RESOLVED, That the budgeted dollars be increased to an equitable amount in comparison with other successful schools; and be it

FURTHER RESOLVED, That intradistrict equity become a reality in the 1995-1996 school budget; and be it

FURTHER RESOLVED, That a program expansion for Spanish Immersion be prepared for the 1995-1996 school year; and be it

FURTHER RESOLVED, That the MPS Board of School Directors create a second Spanish Immersion School for the 1996-1997 school year.

Referred to the Committee on Instruction and Community Relations.

By Director Todd:

WHEREAS, The time has come to put a computer in every student's home for access to the infobahn; and

WHEREAS, MPS has an obligation to level the playing field between the technology haves and the technology have nots; and

WHEREAS, MPS children of color represent the majority of students in the district who are technology have nots; and

WHEREAS, School To Work cannot succeed without fluent keyboard and computer literacy in the information economy; and

WHEREAS, It is technology skills, particularly keyboard and computer literacy skills, which will mostly affect student achievement and success in the information society; and

WHEREAS, The children of MPS board members have access to computer technology to compose homework assignments, and board members' children have become technology haves; and

WHEREAS, With computers at home for each student parents can more effectively communicate with the schools, teachers can more effectively communicate with the parents, students can put their homework in the teacher's electronic folder, teachers can grade the assignment and put it back in the kid's electronic folder, kids can do research on the Internet, work groups can do assignments between schools, between districts, between countries (immersion schools), and parents can even contact teachers, and parents can leave absence notes for the school; and

WHEREAS, Work Groups and Group Ware are essential components of 'School To Work'; and

WHEREAS, The $12 million surplus would buy 24,000 computers and modems at $500 each and that would be enough for every high school student; and

WHEREAS, If the student graduates they could get to keep the computer as an incentive to stay in school and as a tool for college work and a basis for 'School To Work' with a real tool for on the job work at home; and

WHEREAS, The virtual classroom is here in concept and if implemented correctly, MPS would not have to build a building for the State Superintendent's Urban Initiative Reform to reduce class size to 16 to 1; and

WHEREAS, The School Without Walls and Distance Learning concepts, components of 'School To Work,' would be facilitated through hands on technology learning; and

WHEREAS, Homebound instruction would be facilitated and conducted much more cost effectively; now, therefore, be it

RESOLVED, That MPS provide a computer for every high school student at home; and be it

FURTHER RESOLVED, That the Administration identify the resources and budget for implementing this concept for the 1995-1996 school year.

Referred to the Committee on Strategic Planning and Budget

By President Bills and Director Johnson:

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.

Referred to the Committee on Finance and Facilities.

The Board recessed from 8:48 to 8:49 PM and from 9:15 to 9:25 PM.

The Board adjourned at 9:51 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 29, 1994

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

Present—Directors De Bruin, Johnson, Lucey, 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 25, 1994

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 Tuesday, November 29, 1994, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of :

1) discussing and potentially acting upon the Board's position as a party in litigation challenging the constitutionality of the State's current system of financing education; and

2) discussing and potentially acting upon the Board's position relative to the continuation of the current interdistrict student transfer agreement (i.e., the 1987 Settlement Agreement, as amended) with the various suburban school districts.

Pursuant to the provisions of Wis. Stats. 19.85 (1) (g) and (e), the Board may vote to convene in closed session to consider the above matters in order to: (1) confer with its legal counsel and the legal counsel who may represent the Board in the litigation challenging the constitutionality of the state's current system of financing education, and obtain legal advice concerning that litigation in which the Board is likely to become involved; and (2) formulating negotiation strategy relative to the Board's position on the continuation of its current interdistrict student transfer agreement with various suburban school districts.

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

Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aids.

NANCY R. NOESKE
Board Clerk

Director Small moved that the Board retire to closed session in order to: (1) confer with its legal counsel and the legal counsel who may represent the Board in the litigation challenging the constitutionality of the state's current system of financing education, and obtain legal advice concerning that litigation in which the Board is likely to become involved; and (2) formulating negotiation strategy relative to the Board's position on the

continuation of its current interdistrict student transfer agreement with various suburban school districts.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to closed session at 6:07 PM.

The Board reconvened in open session at 8:38 PM.

Director Small moved that the Board adopt the following resolution:

Resolution of Intent to Participate in the Equity in Funding Litigation

WHEREAS, The school district of Milwaukee previously joined an association of Wisconsin school districts known as the Association for Equity in Funding; and

WHEREAS, The Association for Equity in Funding authorized a study of the feasibility of various alternatives to promote and secure equity in educational funding in Wisconsin; and

WHEREAS, That feasibility study has now been completed; and

WHEREAS, The feasibility study finds that there is substantial inequity in the present Wisconsin system of financial aid to school districts and concludes that as a consequence such system does not comply with the applicable mandates of the constitutions of the State of Wisconsin and the United States; and

WHEREAS, The consultants who prepared the feasibility study have recommended to the Association for Equity in Funding that legal action be initiated to compel a restructuring of the system of financial aid to Wisconsin school districts to comply with state and federal constitutional mandates; and

WHEREAS, The Steering Committee of the Association for Equity in Funding will be scheduling a statewide meeting of member districts during January, 1995 to consider authorizing the initiation of legal action as recommended by the consultants who prepared the feasibility study; now, therefore, be it

RESOLVED, That the superintendent, deputy superintendent, chief lobbyist and school board members be authorized to attend and represent the Milwaukee school district at the statewide meeting of the Association for Equity in Funding which is to be called for the purposes recited above; and be it

FURTHER RESOLVED, That the representatives of the Milwaukee school district attending such meeting are hereby authorized to express the intent of this school district to participate in legal action with other members of the Association for Equity in Funding to compel a restructuring of the system of the financial aids to Wisconsin school districts to comply with the constitutions of the State of Wisconsin and the United States, subject to final approval of such action by the Milwaukee Board of School Directors.

Director Lucey moved to amend the title of the resolution by striking the words "of intent to participate in" and replacing them with "supporting further preparation for."

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

Ayes—Directors De Bruin, Johnson, Lucey and O'Neil—4.

Noes—Directors Sinicki, Small, Todd and President Bills—4.

The question being on the adoption of the resolution, the motion prevailed, the vote being as follows:

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

Noes—None.

Director De Bruin moved that the Board adopt the following resolution:

Resolution Concerning Extension of Interdistrict Settlement Agreement with Various Suburban School Districts and MPS Continued Participation in Chapter 220 Student Transfer Program

WHEREAS, The Milwaukee Board of School Directors ("MPS") desires to continue to increase the educational choices available to its students in a manner which maximizes the cost effectiveness of providing those choices and to continue desegregative efforts, including those initiated under Chapter 220, Laws of 1975 ("Chapter 220"); and

WHEREAS, In conjunction with the 1993 Addendum to the 1987 Interdistrict Student Transfer Agreement ("Settlement Agreement") with various metropolitan Milwaukee suburban school districts, the NAACP and Governor Tommy Thompson, which extended the Agreement through June 30, 1995, a committee comprised of the superintendents of the various settling suburban school districts and MPS was established to attempt to negotiate the terms of a further extension of the Settlement Agreement; and

WHEREAS, MPS had identified a number of objectives which the District desired to achieve through that superintendent negotiating process, including, but not limited to, increasing available suburban seats for MPS students; eliminating any screening of transfer applicants; increasing the number of transfer students in proportion to their representation in MPS; reallocating administrative costs for educational purposes; and increasing accountability for student achievement.

WHEREAS, Despite MPS' best efforts to achieve those objectives, it became evident that the only extension agreement which had any possibility of being approved by the various suburban school districts was one which again extended the 1987 Settlement Agreement with only minor modifications; and

WHEREAS, Interdistrict student transfers under Chapter 220 can continue even if the Settlement Agreement is not extended beyond June 30, 1995 if MPS and the various suburban school districts enter into individual transfer agreements as authorized under sec. 121.85(3) Stats.; and

WHEREAS, MPS has concluded that there is a greater likelihood of achieving its objectives of increasing Chapter 220 integrative choices for its students and maximizing the cost effectiveness of that transfer program if, rather than continuing the current Settlement Agreement after June 30, 1995, the District enters into individual transfer agreements with the various suburban school districts and actively participates in the Planning council established under sec. 121.85(9) Stats.; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby determines not to extend the 1987 Settlement Agreement, as amended by the 1993 Addendum, beyond its current June 30, 1995 expiration date; and be it

FURTHER RESOLVED, That the Superintendent is hereby authorized and directed to commence negotiations for individual transfer agreements with the various suburban school districts which were a party to the Settlement Agreement in order to continue interdistrict student transfers with those districts with the objective of maximizing the integrative educational choices available to MPS students, increasing the cost effectiveness of the student transfer program and continuing MPS' student desegregation efforts; and be it

FURTHER RESOLVED, That the Superintendent is authorized and directed to appoint five MPS representatives to the Planning Council, as authorized in sec. 121.85(9) Stats., and thereafter to fully participate in the planning process to achieve the Board's objectives as set forth herein.

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

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—Director O'Neil—1.

The Board adjourned at 8:49 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 6:32 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd (6:43 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

November 30, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Excellence in Education Award

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

Ms. Rhulene Swanigan
Science Teacher
Kluge Elementary School

Ms. Swanigan was named a winner of the *Presidential Award of Excellence in Science and Mathematics*. This White House award is sponsored by the National Science Foundation and recognizes outstanding science and mathematics teachers in each state and four jurisdictions. Ms. Swanigan was selected as one of 216 nation wide for this distinction. As a national winner, she will travel to Washington, D.C. for an awards ceremony and other activities and will receive a $7,500 grant.

Ms. Swanigan has been a teacher in the Milwaukee Public Schools for 21 years. Currently, she is a district-wide "mentor" teacher, working out of Kluge Elementary School. A major focus of her job is to provide direct support to classroom teachers as a follow up to their participation in inservice programs in science education. She is helping other teachers increase their confidence about teaching science and demonstrating how to implement the new MPS science program in classrooms. She teaches science sessions to students in schools across the city for one-half-day, five days a week. Ms. Swanigan also teaches science to Kluge School students and visits classrooms at other buildings to do demonstration teaching.

Ms. Swanigan says that she develops topics and techniques for teaching science based on the needs of her students. Her objective is to give students opportunities to raise questions, explore, gather data, communicate, formulate hypotheses, and design tests. In many cases, she allows students' comments and questions to direct the choices made for further exploration. In fact, she said that her most successful lessons in science were definitely those developed around the questions and interests of her students.

The following is just one example of the "hands-on, minds-on" teaching strategy Ms. Swanigan uses in her classrooms. Second grade students asked her why trees were classified as plants when trees are much bigger

and taller than plants. The next day, Ms. Swanigan arrived at school with a complete sunflower plant. She stood it in the hallway where it barely fit next to a small potted tree. She asked the class, "Which of these is a tree?" The class explored and made discoveries of small insects and prickly textures while they measured and compared the size and veins of the leaves of the sunflower plant to the size and veins of their hands. They conducted numerous experiments until the plant parts had molded, dried, and crumbled, and she said even that was great fun to observe through hand lenses.

She is active in various professional organizations, including the Wisconsin Elementary Science Teachers, National Society of Science Teachers, the Wisconsin Mathematics Council, and others. She has made numerous presentations at conventions and workshops on integrating science and mathematics into the elementary school curriculum and on other related topics. In 1992, she was recognized as Black Achiever of the Year and received the Council of the Great City Schools National Urban Education Technology Award.

I would ask that the Board of School Directors and the entire school community join me in recognizing Ms. Swanigan for her distinction as a Presidential Award Winner for Excellence in Science and Mathematics.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

November 30, 1994

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 the Milwaukee Board of School Directors and Mr. Hurlbut Baumgardner, by Mr. Anjum S. Dieckmann, attorney, on behalf of David Weaver, Jr., a minor, and his mother, Clara Weaver, for injuries allegedly sustained by David Weaver, Jr. at the Cass Street Elementary School on March 10, 1994.

Claim is made in the sum of $1,250.

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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned document attached)

On the motion of Director Small, the claim was disallowed, the vote being as follows:

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, and President Bills—7.

Noes—None.

(Item 3)

November 30, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individuals be promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Robert Plath	Principal Bell Middle School	Schedule III, Range 14D $64,173
(r)	Susan Apps	Principal Walker Middle School	Schedule III, Range 14D $62,793
(r)	Debra Jupka	Principal Garfield Avenue Elementary School	Schedule III, Range 13D $64,182
(r)	Clara Moore	Principal Keefe Avenue Elementary School	Schedule III, Range 13D $64,182

(nr) Non-resident
(r) Resident

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director O'Neil moved to suspend Board Rule 2.31 and approve the appointments.

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

Ayes—7; Noes—0.

COMMUNICATION FROM THE DIRECTOR OF BOARD GOVERNANCE

November 30, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

On behalf of the Milwaukee Board of School Directors, the Office of Board Governance has worked with the City Attorney's Office to amend the Superintendent's employment agreement dated May 29, 1991 to reflect the following changes:

- For the 1994-1995 school year, the Superintendent's salary be increased by 2.1%, effective July 1, 1994.

- Section XI of the Current Agreement be revised to provide for an increase in employer contributions to WRS, effective July 1, 1994.

A copy of the addendum to the Superintendent's employment agreement as prepared by the City Attorney is being provided to the Board under separate cover. It is recommended that the Board approve the addendum to the Superintendent's employment agreement.

NANCY R. NOESKE, PH.D
Director

Director Small moved to approve the addendum to the Superintendent's employment contract.

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

Ayes—7; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Sinicki presented the following report for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

(Item 1) 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 presented a report to the Committee recommending the following appointments, promotions, returns from leave, reinstatements and changes in status, effective as of the dates indicated.

Your Committee recommends that the Board approve the following classified appointments, promotions, returns from leave, reinstatements and changes in status:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Paul Banks School Safety	School Safety Assistant $14,780.48/yr. (New position)	10-10-94
Kathleen Baumann School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	08-24-94
Eli Beauchamp Garfield	Clerk Typist I $13,251.11/yr. (New position)	08-22-94
William Birdsall School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	10-17-94

Troy Black School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94

APPOINTMENTS, continued

Shawn Bost School Safety	School Safety Assistant $14,780.48/yr. (New position)	10-10-94
Mona Bradberry Marshall	School Secretary I $17,736.00/yr. (Replacement for retirement)	08-22-94
Daniel Breen School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Lisa Budish Mitchell	Clerk Typist I $13,251.11/yr. (New position)	10-12-94
Christopher Chambers School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Daniel Davis School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Craig Dorow Fac. & Main. Services	Electronics Technician $30,314.96/yr. (Replacement for retirement)	09-12-94
Debra Dunn Ins. & Risk Mgmt. Services	Clerk Typist I $15,982.46/yr. (Replacement for resignation)	11-01-94
Tammie Flowers Bay View	School Secretary I $19,947.98/yr. (Replacement for transfer)	10-17-94
Nunciata Gardner School Safety	School Safety Assistant $14,780.48/yr. (New position)	10-10-94
Laura Guantes Burroughs	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	09-28-94
Sue Heiser School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	08-24-94
Erna Ingram Siefert	School Secretary I $16,564.00/yr. (Replacement for transfer)	10-03-94
Iris Ithier 27th	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	10-03-94

APPOINTMENTS, continued

June Janicki Trowbridge	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	09-26-94
Beth Kralj School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	08-24-94
Patricia Laehn Sarah Scott	School Secretary II $23,441.34/yr. (Replacement for transfer)	10-03-94
Timothy Lambert School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Richard Langhammer School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Owen Lynch School Safety	School Safety Assistant $14,780.48/yr. (New position)	10-10-94
Keith Miller School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Kathleen Moe EESSC	Associate School Nurse $15,719.94/yr. (New position)	08-24-94
Pamela Moon Garfield	Clerk Typist I $13,251.11/yr. (New position)	11-11-94
Manfred Mukahirn Fac. & Main. Services	Electrician $20.95/hr.($41,900.00/yr.) (Replacement for resignation)	09-19-94
Eneli Perez Parent/Student Services	School Secretary I $22,354.54/yr. (New position)	10-17-94
Steven Phifer Gaenslen	Boiler Attendant Trainee $21,078.46/yr. (Replacement for promotion)	10-24-94
Cheryl Polka Sherman	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	08-22-94
Patricia Preston School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94

APPOINTMENTS, continued

Margaret Reinke Roosevelt	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	08-22-94
Ivory Snowden School Safety	School Safety Assistant $14,780.48/yr. (New position)	10-10-94
Roman Socolick School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	10-17-94
Marlene Stewart School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Kelly Sutter Allen-Field	School Secretary I $19,257.33/yr. (Replacement for transfer)	10-10-94
Joseph Szombathelyi School Safety	School Safety Assistant $14,780.48/yr. (New position)	08-29-94
Ronald Urbaniak Fac. & Main. Services	School Engineer I $26,247.00/yr. (Replacement for retirement)	08-17-94
Mary Vella EESSC	School Secretary I $21,359.00/yr. (Replacement for transfer)	10-17-94

PROMOTIONS

Barbara Acker Allen-Field	Food Service Manager V $17,121.03/yr.	08-24-94
William Ackland Fac. & Main. Services	School Engineer I $29,836.56/yr.	08-15-94
Sharon Arndt Robinson	School Secretary II $24,081.46/yr.	08-15-94
Victoria Badzinski Hopkins	Food Service Manager IV $15,790.39/yr.	10-31-94
Patricia Burns Pierce	Food Service Manager III $15,480.97/yr.	09-20-94
Gloris Coleman Washington	Food Service Manager VII $25,626.26/yr.	08-24-94
Deborah Damask Finance	School Bookkeeper $26,116.74/yr.	10-31-94

PROMOTIONS, continued

Suzanne Engelbart Finance	Account Clerk I $18,380.89/yr.	09-26-94
Lydia Fagan Hamilton	Food Service Manager VII $25,626.26/yr.	08-24-94
Gary Feest Hamilton	Boiler Attendant Trainee $21,078.46/yr.	09-26-94
Elaine Gessner 65th	School Secretary I $15,777.11/yr.	09-22-94
Migdalia Gonzalez Allen-Field	School Secretary I $15,157.33/yr.	09-09-94
James Hadlock Marshall	Food Service Manager I $12,931.34/yr.	09-20-94
Lynn Jazwiecki Lincoln Middle	Food Service Manager III $13,584.34/yr.	08-24-94
Leslie Johns 37th	Food Service Manager III $13,550.81/yr.	08-24-94
Johnnie Johnson Parent/Student Services	School Secretary I $18,270.72/yr.	10-10-94
Sylvia Juarez School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	08-24-94
Kimberly Kurcz Finance	Account Clerk I $23,616.32/yr.	10-10-84
Steven Kwas Fac. & Main. Services	School Engineer I $29,836.56/yr.	08-15-94
Nina Linn Fritsche	Food Service Manager VII $25,626.26/yr.	08-24-94
Yvonne Markwardt Emerson	School Secretary I $15,777.11/yr.	10-31-94
Scott Onisch Fac. & Main. Services	School Engineer I $26,247.00/yr.	08-15-94
Virginia Patterson Burroughs	Food Service Manager VI $24,138.16/yr.	08-24-94
Gary Peebles Mitchell	School Secretary I $15,777.11/yr.	09-09-94
Dorothy Person Comm. Rec. & Ed. Services	Account Clerk I $26,179.14/yr.	07-01-93
Sergio Rentas	Food Service Manager I	08-24-94

Keefe	$11,806.56/yr.

PROMOTIONS, continued

Patricia Rich Grant	Food Service Manager II $15,732.67/yr.	08-24-94
Sandra Roberts Parent/Student Services	School Secretary I $18,270.72/yr.	10-24-94
Karen Roussy South Division	Food Service Manager V $20,376.94/yr.	08-24-94
Virgel Scott Palmer	Food Service Manager I $12,931.34/yr.	09-20-94
Mary Sherwood Milw. Ed. Center	Food Service Manager VI $17,914.53/yr.	08-24-94
Michael Solberg Fac. & Main. Services	School Engineer I $27,443.52/yr.	08-15-94
Patricia Thoma EESSC	School Secretary I $18,270.72/yr.	10-24-94
Debra Yerkes MacDowell	Food Service Manager I $12,931.34/yr.	09-20-94
Ann Zarling Greenfield	Food Service Manager I $12,042.76/yr.	08-24-94
Christine Zess Forest Home	Food Service Manager V $19,346.81/yr.	08-24-94

REINSTATEMENTS

Necia Carr School Admin. Suppt. & Acct.	School Secretary I $21,951.02/yr.	08-15-94
Dale Chapman School Nutrition	Food Service Manager III $16,237.33/yr.	08-24-94
Joe Ann Hawthrone North Division	School Secretary I $15,777.11/yr.	08-22-94
Roger Jelinek Fac. & Main. Services	Steamfitter $22.81/hr.($45,620.00/yr.)	10-19-94
Hollis Poppy Audubon	School Secretary I $17,634.00/yr.	08-22-94
Vanessa Rogers River Trail	Handicapped Children's Asst. $11,274.31/yr.	08-25-94

RETURNS FROM LEAVE

Rachel LeFlore School Admin. Suppt. & Acct.	School Secretary I $21,986.64/yr.	08-15-94
Sue Pergande Comm. Rec. & Ed. Serv.	School Secretary I $23,189.66/yr.	08-22-94
Mary Stelloh Milwaukee Education Center	Clerk Typist I $16,218.44/yr.	08-22-94

CHANGES IN STATUS

John Abney School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Roberto Borges School Safety	School Safety Assistant $14,780.48/yr.	09-28-94
Linda Braun EESSC	School Secretary I $16,400.00/yr.	08-22-94
Troy Carus School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Dale Chapman Edison	Food Service Manager IV $18,667.92/yr.	10-03-94
Mary Cline Head Start Program	Clerk Typist I $15,982.46/yr.	07-11-94
Sandra Currie School Safety	School Safety Assistant $14,780.48/yr.	09-28-94
Luana Dembiec Fernwood	Handicapped Children's Assistant $11,274.31/yr.	08-25-94
Deborah Donelson Brown	Handicapped Children's Assistant $11,274.31/yr.	10-17-94
Willie Gladney Lancaster	Food Service Manager III $17,714.19/yr.	08-24-94
Willie Golden School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Thomas Graczyk Neeskara	Food Service Manager II $14,067.57/yr.	08-24-94
Doris Griffin Gaenslen	Handicapped Children's Assistant 10-13-94 $13,153.53/yr.	
Travis Griffin School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Karen Harris	School Safety Assistant	08-29-94

School Safety	$14,780.48/yr.

CHANGES IN STATUS, continued

Michael Heese School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Brian Hobson School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Consuewella Hollins Hamilton	Handicapped Children's Assistant $11,274.31/yr.	10-14-94
Derrick Johnson School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Michael Johnson School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Teresa Kennon Robinson	School Secretary I $19,755.32/yr.	08-22-94
Barbara Knueppel	School Safety Assistant School Safety	08-29-94 $14,780.48/yr.
Janice Lesniewski Sarah Scott	Food Service Manager III $15,257.93/yr.	08-24-94
Dwayne Little School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Susan McKenna Kosciuszko	Food Service Manager III $15,719.72/yr.	08-24-94
Brian McLee School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Deborah Merk School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Michelle Mitten Finance	School Secretary I $20,491.38/yr.	10-31-94
Tonette Nicholson EESSC	School Secretary I $20,491.38/yr.	08-22-94
Dante Phillips Robinson	Handicapped Children's Assistant $11,274.31/yr.	08-25-94
Donna Pilak Juneau	Food Service Manager III $18,450.39/yr.	09-20-94
Brenda Redmond EESSC	Handicapped Children's Assistant $11,274.31/yr.	10-31-94
Chandra Reed Parkman	School Secretary I $15,157.33/yr.	09-27-94
Patricia Renner	Food Service Manager III	08-24-94

Mitchell	$17,714.19/yr.

CHANGES IN STATUS, continued

Terry Roby EESSC	Handicapped Children's Assistant 10-31-94 $11,274.31/yr.	
Karen Roussy South Division	Food Service Manager IV $18,675.98/yr.	08-24-94
Patricia Sanders Alcott	Food Service Manager II $16,627.82/yr.	08-24-94
Delores Schulze Whitman	Food Service Manager I $15,621.25/yr.	08-24-94
Kim Siverling Bruce	Clerk Typist I $13,251.11/yr	10-03-94
Julie Totsky School Safety	School Safety Assistant $14,780.48/yr.	08-29-94
Arletha Washington School Safety	School Safety Assistant $14,780.48/yr.	09-28-94

* * * * *

(Item 2) Approval of Certificated Appointments —Teachers

Your Committee recommends approval of the following appointments effective as indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
Effective between August 29, 1994, and September 8, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	David J. Kurczewski Reading	BB	25,634	0	09-08-94
Effective between September 22, 1994, and October 4, 1994, inclusive:					
(r)(a)	Regina M. Lohre Family Consumer Education	B	31,737	6	10-03-94
Effective between October 5, 1994, and October 17, 1994, inclusive:					
(r)	Robert O. Spenser E. D.	B	29,296	4	10-05-94
(r)	Kathleen A. Damrow Math/Chemistry/Physics	B	25,634	1.5	10-10-94
(r)	Tracy A. Reinert Kindergarten	B	32,958	7	10-10-94
(r)	Bonnie B. Schulz	B	24,413	0.5	10-17-94

C D

Effective between October 31, 1994, and November 10, 1994, inclusive:

(nr)	Linda J. Kirchberger Upper Elementary	B	24,413	0.5	10-31-94

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

* * * * *

(Item 3) Approval of Administrative Appointments And Promotions

1. Your Committee recommends that the following individual be appointed to the classification indicated, effective upon assignment following approval by the Board:

(r)	Nancy Domoracki	Grant Writer	Schedule III, Range 6A $53,000

2. Your Committee further recommends that the following individual be appointed to the classification indicated, effective upon assignment following approval by the Board:

(r)	Jane M. Beyer*	Auditor IV	Schedule III, Range 8A $55,000

*This appointment is contingent upon satisfactory completion of the criminal background check and the medical examination.

(nr) Non-resident
(r) Resident

* * * * *

(Item 3) Approval of Certificated Leaves Of Absence

Your Committee recommends approval of the following leaves of absence effective as of the dates indicated:

Illness Leave, to January, 1995:

Darlene Kinsey	Gaenslen	September 26, 1994
Sue Smith	Fernwood	September 19, 1994

Maternity Leave, to June, 1995:

Kimberly Mikec	Alcott	November 1, 1994

* * * * *

(Item 4) Acceptance of the Report on Resignations

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

Your Committee recommends that the Board accept the following report.

Name	Position	Effective Date
Lary Aaron	Teacher	08-19-94
Sharon L. Abraham	Teacher	07-14-94
Martin P. Andrea	Teacher	10-06-94
Ivette Aponte	Teacher	07-31-94
Doloris E. Bahl-Moore	Teacher	08-26-94
Doris M. Bauer	Teacher	07-01-94
James R. Beckers	Teacher	08-23-94
John D. Beine	Teacher	08-17-94
Lezlie B. Binns	Teacher	07-21-94
Rae L. Bishop	Teacher	11-01-94
Eileen C. Blais	Teacher	08-22-94
Debra J. Borman	Teacher	08-26-94
Joy C. Brandstrom	Teacher	06-17-94
Janell M. Branscombe	Teacher	07-18-94
Faith E. Brezinski	Teacher	06-13-94
Annabelle Brown	Teacher	08-26-94
Rebecca L. Brynelson	Teacher	09-02-94
James M. Buss	Teacher	08-26-94
Myrte M. Campbell	Teacher	07-11-94
James P. Cannestra	Teacher	08-26-94
Muriel F. Carrington	Teacher	06-13-94
Casey J. Cavanaugh	Teacher	08-26-94
Ghazala S. Chaudhry	Teacher	09-13-94
Joy M. Cheatham	Teacher	08-01-94
Diane R. Cleary	Teacher	08-15-94
Rebecca S. Cochran	Teacher	08-09-94
Diane Cordova	Teacher	08-15-94
Michelle M. Cotter	Teacher	09-23-94
Deirdre A. Curtis	Teacher	07-18-94
Margaret Damiano-Lantz	Speech Path.	08-29-94
Robyn N. Deighton	Teacher	08-10-94
Joseph A. Di Frances	Teacher	08-01-94
Karlicia R. Dukes	Teacher	08-26-94
June A. Duzinske	Teacher	08-27-94
Mark A. Elworthy	Teacher	08-17-94
John D. Fiandt	Teacher	08-13-94
Kathleen H. Fitzgerald	Teacher	08-16-94
Theresa A. Gennerman	Teacher	08-25-94
Kathleen S. Giese	Teacher	08-23-94
William H. Greb	Teacher	08-25-94
Joyce A. Hall	Teacher	07-01-94
Renard F. Harlow	Speech Path.	08-01-94
Kristin G. Hasbrook	Teacher	07-03-94
Linda M. Hayes	Teacher	08-19-94
Carol M. Hemze	Teacher	07-28-94
Hildur Hilmarsdottir	Teacher	08-25-94
Melissa E. Hogan	Teacher	08-26-94
Frederick M. Holmes	Teacher	06-13-94
Judy A. Hopman	Teacher	08-02-94

Jane M. Howe	Teacher	08-17-94

Jean H. Howland	Teacher	08-26-94
Heidi L. Huenink	Teacher	08-15-94
Sharon A. Hushek	Teacher	09-28-94
Christopher Jack	Teacher	08-10-94
Lynda Jackson-Conyers	Teacher	09-30-94
Nickola M. Jenkins	Teacher	08-26-94
James C. Johnson	Teacher	08-12-94
Ronn Johnson	Teacher	08-17-94
Janie N. Jones	Social Worker	09-30-94
Kathleen A. Jorgenson	Ass't. Prin.	08-19-94
Lynn M. Judd	Teacher	08-26-94
Kery D. Kafka	Principal	09-02-94
Ken Kaufman	Teacher	09-07-94
Noel M. Kellogg	Teacher	08-06-94
Amy K. Kinosian	Teacher	08-08-94
Elaine Kneisler	Occup. Thpy.	09-08-94
Richard J. Komas	Teacher	11-08-94
Mary Jo Krolikowski	Teacher	08-25-94
Lisa L. Kyles	Teacher	08-10-94
Peter G. Labonte	Teacher	08-19-94
Elsa Lamelas	Teacher	06-13-94
Geralyn A. Langman	Teacher	08-22-94
Mary B. Loose	Teacher	08-23-94
Patricia V. Luebke	Teacher	08-10-94
Ann E. Lynch	Teacher	08-25-94
Jack A. Marchese	Teacher	08-24-94
Dawn C. Marisch	Teacher	08-08-94
Leatrice B. Marshak	Teacher	07-01-94
Thomas G. McCallum	Administrator	07-23-94
Linda M. McGaw	Teacher	08-26-94
Pamela McKay	Teacher	08-26-94
Lisa A. McNally	Teacher	08-08-94
Jennifer J. Melms	Teacher	07-29-94
Kathleen A. Mercer	Teacher	07-27-94
David M. Miles	Teacher	08-26-94
Lori J. Miller	Teacher	08-15-94
Michelle B. Minton	Teacher	10-05-94
Michelle A. Molling	Teacher	08-22-94
Wendi Muehl-Sabinash	Teacher	08-26-94
Julie A. Murphy	Teacher	06-13-94
Elizabeth M. Niemczyk	Teacher	08-19-94
Laura J. Nohr	Teacher	08-15-94
Joyce E. Norman	Teacher	06-13-94
Edna North	Teacher	06-13-94
Connie C. Nunn	Psychologist	11-11-94
Jeffry P. Odders	Teacher	08-20-94
Olga A. Pallan	Teacher	08-26-94
Philip E. Pares	Ass't. Prin.	08-08-94
Joanne M. Parlee	Teacher	08-26-94
Marie A. Payton	Teacher	06-13-94

Peggy A. Petersen	Teacher	08-10-94
Robert J. Petroff	Teacher	08-19-94
Patricia S. Polczynski	Teacher	08-23-94
Andrea N. Raffaele	Teacher	07-19-94
Barbara E. Reamer	Ass't. Prin.	08-12-94
Katherine M. Redman	Teacher	08-26-94
Keri S. Ress	Teacher	08-10-94
Elizabeth L. Richard	Teacher	08-26-94
Evangelista Rivas	Teacher	07-27-94
Mary E. Roberts	Teacher	08-04-94
Rene J. Robinson	Teacher	09-30-94
Gilbert A. Rodriguez	Teacher	10-13-94
Gregory D. Ruiz	Counselor	08-10-94
Pauline A. Ruka	Teacher	08-15-94
Julann M. Sanchez	Teacher	07-14-94
Maria L. Santiago	Teacher	09-01-94
Theresa L. Scheu	Teacher	08-11-94
Ann M. Schmidt	Teacher	08-18-94
Cagney D. Scott	Teacher	10-01-94
Mary Jo F. Shapiro	Teacher	08-18-94
Eva L. Shaw	Teacher	08-15-94
Karla K. Shea	Teacher	08-18-94
Brenda Sheppard-Nelson	Teacher	08-18-94
Ruth M. Sitter	Teacher	06-13-94
Jennifer A. Slonac	Teacher	08-24-94
Paul P. Stafford	Teacher	08-05-94
Pauline E. Stanwitt	Teacher	07-01-94
Kelleen Starsky	Phy. Therapy	07-01-94
Raymond F. Steurer	Teacher	07-28-94
Sara L. Stone	Teacher	08-16-94
Michelle L. Sturman	Teacher	10-28-94
Caryl L. Turner	Teacher	11-02-94
Molly Van Den Heuvel	Teacher	08-26-94
Jill D. Wallace	Teacher	08-22-94
Mary M. Wargin	Teacher	08-26-94
Ella J. Washington	Administrator	08-19-94
Jacqueline H. Wellmuth	Teacher	08-12-94
Catherine K. Westfahl	Teacher	08-26-94
Carolyn White-Travanti	Ass't. Prin.	11-01-94
Donovan S. Williams	Teacher	07-15-94
Maxine E. Williams	Teacher	10-24-94
Kathleen A. Windorski	Teacher	11-04-94
Kathleen M. Winghart	Teacher	10-14-94
Rita M. Woch	Teacher	10-05-94
Karl R. Wullschleger	Teacher	09-23-94
Amy J. Yenter-Chavez	Teacher	08-26-94

* * * * *

(Item 6) Deletion of Names from the List of Appointed Teachers

Two teachers have been on leave for more than three years within the last seven years. As a result, and

in accordance with the contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association, they will be dropped as appointed teachers with the Milwaukee Public Schools. These teachers are:

Morris Foxhall
Karen Miller

Your Committee recommends that the names of Morris Foxhall and Karen Miller be deleted from the list of appointed teachers.

* * * * *

(Item 7) Communication from Peter and Sandra Lange regarding the Sibling Preference Policy and Recommendation to Amend the 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 above parents that their five-year-old kindergarten child be enrolled in the Milwaukee German Immersion School. The parents' request was based on the fact that their four-year-old child was randomly selected for the four-year-old kindergarten program at the Milwaukee German Immersion School.

2. The parents registered both children for the Milwaukee German Immersion School as part of the Three Choice School Selection Process. The parents selected the following choices for the five-year-old child:

First Choice - all day five-year-old kindergarten at Milwaukee German Immersion School

Second Choice - half-day five-year-old kindergarten at Milwaukee German Immersion School

Third Choice - None

3. As a result of random selection, the five-year-old student was placed on the computerized wait list for the all-day five-year-old kindergarten program. Her wait list number is 13. After administration clarified the policy with the school, the parents were given the opportunity to add the child's name to the half-day five-year-old kindergarten program add on wait list. Because there was a sibling now accepted at the school, the parents were able to move the child's name to the top of the add on wait list. This action resulted in the child's name being added at the bottom of the computerized half-day five-year-old wait list. The parents requested that their five-year-old child be accepted due to the fact that their four-year-old child was accepted into the school.

Next year as a first grader, the current five-year-old child will be able to claim sibling preference in the school selection process because there is currently a sibling at the school.

4. The administration met with the parents concerning their request. In an effort to be consistent and provide equal treatment to those on the wait list, the parents' request to have the child placed in the school was denied. The administration in an effort to keep the siblings together offered to place both students in their attendance area school. The parents rejected this offer.

5. 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.

Statute, Board Policy or Rule Statement

6. 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.

7. 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.

8. 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."

Your Committee recommends that the Board's sibling preference policy be amended by adding the following language after the paragraph describing the twins policy:

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.

* * * * *

(Item 8) Resolution by Director Todd to Provide Supplementary Pension Benefits to Certain MPS Employees who are Members of the City of Milwaukee Employees' Retirement System
This item initiated by a Board Member

Resolution

At its meeting on August 31, 1994, the Board referred the following resolution, which was introduced by Director Todd, to the Personnel and Negotiations Committee. This matter was before this Committee on March of this year, when a motion to provide the benefits, effective July 1, 1994 failed of adoption.

WHEREAS, In 1975 MPS adopted the General City's supplemental pension benefits (1975 version) which provided additional benefits to certain MPS retirees and their surviving spouses and beneficiaries who are members of the City of Milwaukee Employees' Retirement System (ERS); and

WHEREAS, On February 15, 1994, the Common Council of the City of Milwaukee adopted, and the Mayor subsequently signed, resolution number 931578 providing increased supplementary pension benefits for 1994 retroactive to January 1, 1994 for certain retired City of Milwaukee Employees; and

WHEREAS, MPS has participated in all previous supplementation programs enacted by the City of Milwaukee and is the only agency which previously provided supplemental benefits in a similar

manner as the City of Milwaukee and which has not adopted the revised supplemental benefits as outlined in City of Milwaukee Common Council resolution number 931578; and

WHEREAS, No inflation adjustments to the pensions of MPS retirees who are members of the ERS have been provided for employees who retired after 1973; and

WHEREAS, From 1974 to 1993, inflation, as measured by the change in the Consumer price index (CPI), has totaled almost 200%; and now, therefore, be it

RESOLVED, that Board authorizes the expenditure of $179,384 in addition to the $68,980 previously budgeted for 1994-95 for supplementation for retired employees who are members of the ERS and who retired prior to 1982; and be it

FURTHER RESOLVED, That the supplemental benefits provided under this resolution shall be for the period from January 1, 1994 to December 31, 1994 and shall be paid retroactively to eligible retirees from January 1, 1994; and be it

FURTHER RESOLVED, That the supplemental payments provided in this resolution shall be deemed non-precedential and shall not be construed as pension supplements after 1994; and be it

FURTHER RESOLVED, That effective September 1, 1994, the existing MPS supplemental pension benefits for retired members of the ERS shall be terminated and replaced by the supplemental pension benefits as outlined in the attachment (City of Milwaukee Common Council resolution 931578); and be it

FURTHER RESOLVED, That the Superintendent or his designee is authorized to approve payment to the ERS for the payment of the above mentioned supplemental benefits.

Your Committee forwards this item to the Board out of Committee without recommendation, pending receipt of additional information.

* * * * *

(Item 9) Adoption of a Resolution by Directors Todd and Lucey to Clarify the Term "Name of School Most Previously Attended" in the MPS Definition of "Directory Data."

Resolution

The following resolution was introduced by Directors Todd and Lucey at the Committee Chairs meeting on November 2, 1994 and referred to the Personnel and Negotiations Committee:

WHEREAS, The United States military can provide college financial aid up to $30,000, and has programs for gaining early admission and credit in over 1,000 colleges and universities; and

WHEREAS, The military has skill training in over 300 jobs and can offer guaranteed training to Milwaukee graduates who qualify; and

WHEREAS, Military recruiters provide mentoring and counseling programs to students that emphasize "Staying in School" and "Staying off Drugs''; and

WHEREAS, Because of an unduly restrictive interpretation of what "Directory Data" can be made available to military recruiters and others under section 118.125 of the Wisconsin Statutes, the Milwaukee Public Schools have made Milwaukee students less accessible to military recruiters than are students in surrounding suburban communities; and

WHEREAS, As a result of this reduced accessibility, Milwaukee students are not receiving their proportionate share of the educational and occupational opportunities available through the military to students in southeast Wisconsin; now, therefore, be it

RESOLVED, That the interpretation of "name of school most previously attended" in the MPS definition of "Directory Data" contained in the Board's policy on student records be clarified to mean not "the school previous to the current school" but "the school attended the previous school year."

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 10) Approval of Position Reallocations in the Department of School and Community Services

Administration's Analysis

1. During the preparation of the FY95 budget for the Department of School and Community Services, several management positions were eliminated and other management functions were restructured. On April 18, 1994 (Proc., pp. 561-568), the Board approved the 1995 fiscal year (FY95) budget. Since the approval of the budget, the department has been analyzing ways to further improve customer service and efficiency. This process has involved employees at all levels in the department, providing them with an opportunity to make recommendations, review plans, and comment on proposed directions. As a result, the department has now identified several needed positions which were not included in the FY95 budget. The positions that have been identified are being created through the reallocation of current vacant positions within the department. A detailed listing of the new positions created and the former positions eliminated is attached.

2. The recommended changes consolidate resources, establish needed technical and program support positions, allow the department to proceed in evaluating and establishing enterprise systems, provide increased decision making at point of service levels, improve accountability, and provide a foundation for continuous improvement at no additional cost to the district.

Strategic Plan Compatibility Statement

3. The recommendation under this proposal is consistent with the Board goal of Fiscal Responsibility to operate as efficiently as possible through the utilization of existing resources.

Statute, Board Policy or Rule Statement

4. Board authorization is required to establish new positions and to allocate resources for those positions. All of the positions which require review have been reviewed by the Compensation Committee and appropriate salaries determined.

Fiscal Impact Statement

5. There is a net reduction of $5,121.56 in annual salaries.

Implementation and Assessment Plan

6. Positions will be established and funds will be redistributed following Board approval. The department will continue to plan and evaluate for continuous improvement by utilizing Quality Management practices that focus on individual accountability, customer satisfaction, and efficiency. Surveys, cost benefit analysis, and other assessment techniques will be utilized to establish baseline data from which we can track progress of specific service functions.

Your Committee recommends that the following position adjustments be approved.

Department of School & Community Services

Positions Eliminated		**Positions Created**	
Carpenter Chargeman-FMS	43,869.78	Carpenter Foreman-FMS	46,215.00
Steamfitter-FMS	45,802.48	Steamfitter Foreman-FMS	56,452.50
Sheet Metal Worker-FMS	42,107.76	Sheet Metal Foreman-FMS	52,245.00
Building Laborer-FMS	34,196.24	Auto Mechanic Tech I -FMS	30,000.00
Mason-FMS	44,075.60	Construction Engineer-FMS	56,000.00
Plumber-FMS	44,979.20	Mechanical Engineer-FMS	48,000.00
Small Engine Mechanic-FMS	28,614.00	Small Engine Mechanic II-FMS	31,500.00
Div. Director-Oper. & Supp.-Rec.	67,158.00	Human Resource Specialist-Dept.	48,679.00
Program Director-Recreation	65,880.00	Supv.- Spec. Proj. - Rec.	42,470.00
TOTAL	416,683.06		411,561.50

* * * * *

(Item 11) Adoption of a Resolution Amending the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan

Administration's Analysis

1. The Unemployment Compensation Act of 1992 (the "Act") requires that qualified plans permit participants to elect to have eligible rollover distributions transferred directly from the plan to another plan or individual retirement account (IRA) or annuity and imposes a 20% withholding rate on distribution amounts not so transferred.

2. In order for the MBSD Early Retirement and Benefit Improvement Plan (the "Plan") to maintain qualified status under Section 401(a) of the Internal Revenue Code, the Act requires that the Plan must be amended to provide for such optional direct transfers. The Plan amendment mandated by the Act must be made by December 31, 1994.

3. The following resolution and plan amendment was drafted by the City Attorney and reviewed by the Plan's Administrative Committee.

Strategic Plan Compatibility Statement

4. The amendment of the Plan to maintain qualified status under the Internal Revenue Code is consistent with the Board's strategic objective of fiscal responsibility.

Statute, Board Policy or Rule Statement

5. The plan amendment is required by the Unemployment Compensation Act of 1992 (Public Law 102-318) to maintain its qualified status under Section 401(a)(31) of the Internal Revenue Code.

Fiscal Impact Statement

6. Implementation of this amendment will not require any additional expenditure of funds.

Implementation and Assessment Plan

7. Implementation will involve minimal staff time and will be completed upon adoption of the resolution by the Board. It is duly noted that the Board and the Plan's trustee have been operating in accordance with the new rules beginning on the effective date of the Act which affected eligible distributions made after December 31, 1992.

Your Committee recommends that the Board adopt the following resolution amending the Plan in accordance with the Unemployment Compensation Act of 1992 and that the Board authorize the Superintendent or his designee to carry out any required administrative functions to amend the Plan.

A RESOLUTION AMENDING THE MILWAUKEE BOARD OF SCHOOL DIRECTORS EARLY RETIREMENT SUPPLEMENT AND BENEFIT IMPROVEMENT PLAN TO PROVIDE FOR OPTIONAL DIRECT TRANSFER OF ELIGIBLE ROLLOVER DISTRIBUTIONS

WHEREAS, the Unemployment Compensation Amendment of l992 (Public Law l02-3l8) (the "Act") requires that qualified plans permit participants to elect to have eligible rollover distributions transferred directly from the plan to another plan or individual retirement account or annuity and imposes a 20% withholding rate on distribution amounts not so transferred; and

WHEREAS, Section 40l(a) (3l) of the Internal Revenue Code provides that a trust shall not constitute a qualified trust unless the plan of which such trust is a part contains a provision that if the distributee of any eligible rollover distribution (i) elects to have such distribution paid directly to an eligible retirement plan, and (ii) specifies the retirement plan to which such distribution is to be paid, such distribution shall be made in the form of a direct trustee-to-trustee transfer to the eligible retirement plan so specified;

WHEREAS, As a result of the foregoing, it is now necessary to amend the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan to provide for such optional direct transfer;

NOW, THEREFORE, BE IT RESOLVED by the Board of School Directors that Article VI of the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan, as Amended and Restated May l6, 1989, shall be, and hereby is, amended to provide for the addition of a new Section 6.5, the text of which Section 6.5 is attached hereto and incorporated herein by reference.

* * * * *

(Item 12) Informational Reports

Your Committee reports having received the following informational reports from the Superintendent. The reports have been attached to the minutes of your Committee’s meeting of November 15, 1994

A. Affirmative Action Report.
B. Report Regarding the Timeline for the 1995-1996 School Selection Process.

* * * * *

Separate consideration having been requested of Items 2, 7, 8, 9 and 11, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2, relating to teacher appointments, having been set aside for separate consideration, Director Small moved to suspend Board Rule 3.12(4) and approve the appointments.

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

Ayes—8; Noes—0.

Item 7, relating to the sibling preference policy, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director De Bruin moved to amend the report to delete all language following "Early Childhood Programs" and insert "If 3, 4 or 5 year old siblings (who have not had previous school assignments) applied to a school simultaneously and one sibling is accepted to a school during the random selection process and the other(s) is (are) place on a wait list, the school must accept the other sibling (s)."

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Small and Todd—5.

Noes—Directors Johnson, Sinicki, President Bills—3.

The report as amended was adopted, the vote being as follows:

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

Noes—Director Johnson—1.

Item 8, relating to a resolution to provide supplementary pension benefits, having been reported out of Committee without recommendation, Director Todd moved to adopt the resolution.

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

Ayes—Directors O'Neil, Sinicki, Small and Todd—4.

Noes—Directors De Bruin, Johnson, Lucey and President Bills—4.

Item 9, relating to a resolution on directory data, having been set aside for separate consideration, Director Small moved to adopt the resolution.

Director De Bruin moved to amend the motion to add after the words that the resolution be adopted, a comma, and to insert "the effective date of which shall be December 31, 1994. If prior to that date the City Attorney formally advises the Superintendent that his action violates state law, this action shall be null and the matter taken up at the next Personnel and Negotiations committee meeting.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Johnson moved to amend the motion to add at the end of the motion as currently stated, "If the recipient agrees and will contractually be bound to maintain this information in strict confidence."

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

Ayes—Director Johnson and President Bills—2.

Noes—Directors De Bruin, Lucey, O’Neil, Sinicki, Small and Todd—6.

The question being on adoption of the resolution as amended, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Sinicki, Small and Todd—6.

Noes—Director Johnson and President Bills—2.

Item 11, relating to a resolution amending the Milwaukee Board of School Directors early retirement supplement benefit improvement plan, having been set aside for separate consideration, Director Lucey moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

Director O'Neil presented the following report for the Committee on Finance and Facilities:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Finance and Facilities** presents the following report:

(Item 1) Award of Contract to Teachers College, Columbia University, for the National Urban Alliance Project

Administration's Analysis

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

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

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

2. The Milwaukee project within the National Urban Alliance for Effective Education is in its fifth year of successful operation. Money is included in the budget of the Division of Curriculum and

Instruction for implementation of the project. The eighteen schools which participated in the first and second two-year cycles of the NUA professional development program are reporting significant changes in their approaches to teaching.

During the first year of this third two-year cycle, teams of teachers from nine schools are being trained under the program. They include:

Brown Street Academy
Silver Spring Elementary School
Thirty-first Street Elementary School
Audubon Middle School
Grand Avenue Middle School
Milwaukee Education Center Middle School
Roosevelt Middle School
Hamilton High School
South Division High School

Since the program offers a package of six large-group staff development sessions coupled with fifteen at-site visitations by the consultants, it provides a service not available elsewhere through a bidding process.

3. Evaluation of the program is multi-faceted. First, participants are each expected to maintain a professional development portfolio in which the set goals in five areas--personal goals, professional goals, collaborations, student learning profiles, and systems designs. Samples of students' work and teacher self-reflections in the portfolio are among the concrete artifacts used to assess or measure formative professional growth at the beginning of each large-group session. Second, the core teams from each of the schools are assessed for the amount of systemic change they bring to their schools' culture as a result of professional empowerment and administrative support. Two measures for assessing growth will be the degree to which core team members collaborate in setting project goals for their schools and in sharing cognitive-based strategies with their entire staffs during faculty meetings and at-site staff planning sessions. Third, at the last large-group session scheduled for May, 1995, all project participants will engage in a summative assessment of the progress made during their first year in the project by bringing concrete examples of students' work reflecting cognitively-based instruction such as graphic organizers, learning logs, journals, learner portfolios, and professional portfolios.

Teams of teachers from some of the original schools are doing inservice sessions in other schools within MPS and have also been invited by the National Urban Alliance to make presentations to other school districts, including the Chicago Public Schools. Core teams of teachers trained during the first and second two-year cycles have provided inservice to their school staffs. Several teachers who were trained in the NUA models are offering a staff development workshop on comprehension, critical thinking, reading and writing connections. Some of the teachers from former NUA schools are serving as mentors to teachers in the school district.

Strategic Plan Compatibility Statement

4. This process supports Board Goal 1, Academic Achievement, and Board Goal 2, Equity.

Statute, Board Policy or Rule Statement

5. Not applicable.

Fiscal Impact Statement

6. Funds for the NUA project are budgeted within the Division of Curriculum and Instruction for consultants, partial teacher salaries, substitute teachers, and other expenses. Additional funds for teacher salaries are provided by local schools to cover the six Saturday sessions. This allows additional schools to opt to participate in the staff development training. A supervisory staff member within the Division of Curriculum and Instruction serves as liaison with the NUA in coordinating the program.

If the program is to continue during the 1995-1996 school year, next year's Board-funded budget will need to be increased by approximately ten percent.

Implementation and Assessment Plan

7. Professional portfolio and school team projects will demonstrate processes undertaken. These will, therefore, be used in assessment process.

Your Committee recommends that approval be given to enter into a contract for $58,000 with the National Urban Alliance for Effective Education (Teachers' College, Columbia University, with principal offices at 525 West 120th Street, New York, New York 10027).

* * * * *

(Item 2) Award of Contract for Alternative Program Evaluations

Administration's Analysis

1. On June 29, 1994, the Board of School Directors approved a resolution introduced by Director Bills directing the administration to report in November on the Design of a Plan to Evaluate MPS and Partnership Alternative Schools.

2. In August 1994, an interdivisional committee was formed to develop a design for an evaluation of alternative schools including MPS and Partnership Schools that would help inform the Board on the award of contracts of 1995-1996.

3. During September and October 1994, additional input on the design of an evaluation plan was gathered from a number of inside and outside stakeholders including representative from:

- MPS Division of Alternative Programs
- MPS Division of Research and Assessment
- New Generations of Schools
- MPS Alternative School Administrators
- MPS Partnership School Directors/Administrators

4. The interdivisional committee also consulted with other researchers and evaluators for advice on the design of an evaluation of MPS alternative programs. Those consulted included:

- Dr. Gary Wehlage, Assistant Director Center for Research on Effective Schools, University of Wisconsin, and Chief Researcher of "Reducing the Risk: Schools as Communities of Support, National Study of Effective Alternative Schools."

- Dr. John Witte, Robert M. La Follette Institute of Public Affairs, University of Wisconsin, and Chief Researcher of Milwaukee's Parental Choice Program.

- Mr. Jerry Brandl, Former Principal Washington High School and Chief consultant MPS Equity 2000 Algebra/Guidance Project.

- Ms. Camille Brown, former Director MPS Department of Alternative Programs.

5. On October 21, 1994, a phone conference was held with Ms. Anita Baker and Ms. Alexandra Weinbaum, researchers for the Academy for Educational Development and evaluators for the Alternative Schools Assistance Project. At the telephone conference were:

Dr. Cynthia Ellwood	Director MPS Department of Educational Services
Dr. Mary Quilling	Director MPS Division of Research and Program Assessment
Ms. Kathy Harrell-Patterson	Principal, Learning Enterprise High School
Mr. Dan Grego	Educational Director, Transcenter for Youth Alternative School
Ms. Terry Howard	Director, Silver Spring Neighborhood Center Alternative School
Mr. Fermin Burgos	Director, MPS Division of Alternative Programs

6. The Academy for Educational Development is a national non profit research organization headquartered in Washington D.C. They work with schools, districts, states and other government agencies and community-based organizations to promote improvement in the ways educational and other services are provided to youth (especially at risk youth) in order to increase the changes of academic success employment and self-sufficiency.

7. Based on all the input and advice obtained by the administration, the design of an evaluation of MPS alternative schools should contain the following characteristics.

a. Alternative schools should be evaluated fairly taking into consideration their different missions and student populations.
b. The evaluation should include an assessment of both qualitative as well as quantifiable measures of effectiveness.
c. Alternative schools effectiveness should primarily be measured on the degree to which they improve student achievement when compared to previous levels of performance.
d. The ultimate design of an evaluation protocol and procedure needs to include the participation and involvement of those schools being evaluated.
e. A preliminary evaluation report should be made available prior to submission of the final evaluation report to the Board for review and reaction to the findings.
f. The evaluation should be conducted by an impartial and independent source knowledgeable of qualitative and quantitative education program evaluation methods and with experience in evaluating the effectiveness of non-traditional or alternative school programs.

8. To issue an RFP, receive proposals and determine a successful bidder, would not enable the evaluation work to be completed in time for the Board to make funding decisions in June.

9. The Academy for Educational Development has submitted an evaluation proposal (attached under separate cover) which meets all the guidelines and stipulations made by MPS, and is able to complete the evaluation in time to be useful to Board members making a decision on alternative school contracts.

Strategic Plan Compatibility Statement

10. The recommendations contained in this item support the Board goals on student achievement and fiscal responsibility.

Statute, Board Policy or Rule Statement

11. Some of the standards for alternative education contracts enacted by the Board in February of 1992, may need to be reviewed and updated. A waiver from proceeding with an RFP process is needed.

Fiscal Impact Statement

12. Funds sufficient to support an independent evaluation of alternative programs can be provided from carry over funds and reallocation of funds within the alternative programs budget.

Your Committee recommends that the Board approve a sole source contract for $133,030 for an evaluation of MPS Alternative Schools to the Academy for Educational Development.

* * * * *

(Item 3) 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 October 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval. The detailed report has been made available to Committee members under separate cover.

Your Committee recommends that the Board approve the report.

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	$42,831,155	$579,369,649	6.9%
Categorically Aided	64,712,786	5,066,016	69,778,802	8,436,846	61,341,956	12.1%
School Nutrition	24,607,868	0	24,607,868	3,895,564	20,712,304	15.8%
Construction	7,900,000	0	7,900,000	5,000,411	2,899,589	63.3%
Extension	6,445,937	0	6,445,937	230,103	6,215,834	3.6%

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	$13,339,205	$635,540,009	$144,480,180	$491,059,829	22.7%
Categorically Aided	64,712,786	5,670,431	70,383,217	15,852,331	54,530,886	22.5%
School Nutrition	24,607,868	166,702	24,774,570	5,238,139	19,536,431	21.1%
Construction	7,900,000	8,805,099	16,705,099	15,593,402	1,111,697	93.3%
Extension	6,445,937	38,145	6,484,082	1,966,462	4,517,620	30.3%

(1) Represents Board approved transfers during fiscal year 1995 and appropriations for purchases encumbered in fiscal year 1994.
(2) Encumbrances and expenditures included through October 31, 1994 and payrolls through October 21, 1994.

* * * * *

(Item 4) Acceptance of the Monthly Expenditure Control Report

Your Committee recommends that the report be accepted.

SCHOOL OPERATIONS FUND

Expenditures through October totaled $149.7 million, or 22.7%, of the amended budget. These figures are within the normal range for the July through October period based on ten-year spending history.

District Contingent Fund - Total funding in the account presently is $2,032,583. Approved fund transfers and a recapitulation of the account status is as follows:

Balance - July 1, 1994	$2,068,083
Approved Transfers:	(35,500)
June-Llewellyn Library Plant Operation Costs	(20,500)
July-Labor Market Study	(15,000)

Balance - October 1994	$2,032,583

CONSTRUCTION FUND

Year-to-date expenditures in the Construction Fund totaled $15.6 million, or 93.3%, of the amended budget. A total of $8.8 million was carried over from fiscal year 1994 to fiscal year 1995 for projects in process, but not completed, during fiscal year 1994.

EXTENSION FUND

Expenditures in this fund through October totaled $2.0 million, or 30.0%, of the amended budget. This rate of expenditure is consistent with historical spending patterns for this budget. All major accounts operated within budgetary limits through October.

* * * * *

(Item 5) Approval of Purchases

The Superintendent recommended the following sole source purchase. The Technology Advisory Committee has reviewed and approved it.

Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

SS-117 Lab and Classroom Computers: School Funds, Hopkins Street School
Apple Computer for 44 each Macintosh LC475 workstations including elementary reference bundle $86,817

* * * * *

(Item 6) Authorization to Accept Donations

Your Committee recommends that authorization be granted to accept the following donations, with appropriate acknowledgment to be made on behalf of the Board of School Directors:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Auer Avenue	Candy Sale Profits	$1,500	MITA DC-2555 Copier
Browning	Nancy Bagemihl	35	College Scholarship Fund
Browning	Beatrice Keppler	50	College Scholarship Fund
Burdick	Bruner Corporation	4,382	Science Supplies
Dover Street	Dodge City	100	Field Trips
Engleburg	Starting Point Technologies, Inc.	500	Used computer equipment
Garfield	Anderson Consulting	100	Supplement - Field Trips for K3/K4 Program
Goodrich	School Fund	3,015	Student equipment
Grant	P.T.O.	1,000	Graduation Expenses $500 Technology--Additional printer $500
Grant	Barbara Wilke	25	Field Trip Fund
Hawley	P.T.A.	700	VCR and Tape Recorders

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Humboldt Park	PTA	$337.25	Freezer
Irving	Advantage Learning Systems, Inc.	7,600	Mac Computer Disks with Tests for Accelerated Reader Program
Kagel	TCF Bank	6,000	TCF Science Lab Materials Media Center Materials
Kagel	TCF Bank	12,000	Science Lab Materials Media Center Materials
King, Jr.	Ethel M. Hood	25	Uniform Fund
King, Jr.	Kelben Foundation, Inc.	500	Completion Program
Kluge	School Fund	4,353	MITA 3755 Copier
LaFollette	Quirk	600	1 Laser 128 Ex Computer with Packard Bell Monitor and an Apple Writer Printer
Longfellow	Hydro-Search, Inc.	500	Five-24 pin line printers
Longfellow	Hydro-Search, Inc.	100	Keyboard plus assorted cables and hardware
Lowell	McDonald's	100	RIF Books
Madison High	M-Club	3,000	Sound system for gym
Maryland Avenue	P.T.A.	580.50	Field Trips
Maryland Avenue	P.T.A.	500	RIF Reading Program
Maryland Avenue	Ameritech	1,180	RIF Reading Program
Milwaukee Trade & Technical High	General Finishes	250.00	Wood Stain
Milwaukee Trade & Technical High	IOS Financial Services	750	IBM Compatible Computer
Ninety-fifth Street	Walden Books	75	Library Books
Office of the Superintendent	Wisconsin Energy Corp. Foundation	5,714.25	Purchase Tickets for the MPS/Milw. Bucks "Stay in School" Program
Riverside University	Craig & Sadate Kohler	400	Compaq 286 Computer - Boys & Girls Swim Teams
Roosevelt	Rosemary Horn	2,000	Digital-Decon-Volution Audio System
Silver Spring	Smithsonian Institution	1,000	RIF Program
Silver Spring	Smithsonian Institution	1,000	RIF Program
Thirty-eighth Street	F.O.T.E.S.	1,000 75	PA System Tree
Vincent High	John & Joan Huff	900	1985 Mercury for auto technology training
Vincent High	Athletic Booster Club	800	Electric Golf Cart
Vincent High	Kathleen Lenz	1200	1985 Oldsmobile Cutlass for Auto Technology Training
Washington High	WHS Alumni Association	552	AP Exam
Washington High	David P. Ihle	500	Cash - Football Donation
Washington High	Marshfield Clinic	1,000	Science Department - State Championship Basketball Award

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(Item 7) Communication from Ninth Grade Teachers at Custer High School regarding the Custer Playfield Contamination and Approval of a Limited Access Agreement Regarding the Playfield

Administration's Analysis

1. At its meeting on October 26, 1994, the Board referred a communication from Ninth Grade Custer High School Teachers to the Finance and Facilities Committee. A copy of the communication has been attached to the minutes of your committee's meeting of November 17, 1994.

2. During the past several years, the Administration, in conjunction with the City Attorney, Department of Public Works, and the Department of Natural Resources, has been in discussions with the Moore Oil Company to resolve issues relative to contamination of a portion of the outfield area at Custer Park and Playfield. This contamination has forced the closure of the field for recreational use and relocation of those activities to other areas.

3. As part of the remediation effort to be completed by Moore Oil Company, an easement and access authority from the Board and City of Milwaukee is required. The City Attorney has drafted a limited access agreement which would permit this effort to move forward. A copy of the limited access agreement has been attached to the minutes of your Committee's meeting of November 17, 1994.

4. The agreement requires Moore Oil to remove all of the contaminated soil, construct an interception trench system, provide ground water monitoring wells, and restore the area to its original condition.

Strategic Plan Compatibility Statement

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

Strategic Plan Compatibility Statement

6. Board authorization is required for all intergovernmental agreements and for all easements and rights of entry.

Fiscal Impact Statement

7. There is no fiscal impact for the Board. All costs associated with the remediation effort will be borne by Moore Oil.

Implementation and Assessment Plan

8. The agreement specifies an aggressive schedule for completion of the remediation activities. The City of Milwaukee is working with the Administration to ensure that the schedule reflects the need for prompt action since the Wisconsin Department of Natural Resources has insisted that prompt action be taken by Moore Oil relative to remediation of this site.

Your committee reports having given hearing be given to students and teachers of Custer High School and other interested parties.

Your Committee recommends that the proposed Limited Access Agreement for Environmental Remediation and Monitoring be approved, contingent upon final agreement by all other parties involved.

* * * * *

(Item 8) Adoption of a Resolution by Director Small to Make Greater Use of the Milwaukee County Transit Services in the Transportation of Students

Resolution

At its meeting on September 28, 1994, the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

WHEREAS, There is a critical shortage of essential transportation for MPS children to the schools of their first choice, severely disrupting the lives of parents and children; and

WHEREAS, This shortage is caused largely by an inadequate number of yellow vehicles and a desperate shortage of drivers for the yellow vehicles which are available for use; and

WHEREAS, The efficiency of routing and route management must improve in order to become more efficient and more cost effective; and

WHEREAS, Parents are extremely frustrated by lack of convenient access to efficient transportation and inconveniently arranged walking boundaries which dangerously put children at risk in order to accommodate the constraints of vehicle shortage; and

WHEREAS, There is substantial Milwaukee County Transit Services capacity on routes that serve most of the middle schools and utilizing the Milwaukee County Transit Services would free up and provide more yellow vehicle capacity desperately needed for our elementary school children; and

WHEREAS, Many Chapter 220 high school students could use the Milwaukee County Transit Services for inter-district transportation and further free up yellow transportation vehicles; and

WHEREAS, In addition, added hours for many Milwaukee County Transit Services drivers, coordinated with the urban initiative school hours, could produce more efficient yellow and Milwaukee County Transit Services routes; and

WHEREAS, MPS must improve its present policy which places unnecessary obstacles in the path of parents legitimately seeking a quality education within our public schools and reasonable access to schools of their first choice; now, therefore, be it

RESOLVED, That the administration contract with the Milwaukee County Transit Services and develop a customer service transportation model with an appropriate cost benefit comparison which will expedite the elements needed to ease the current problems and the burden of many students and their parents.

Your Committee recommends that the resolution be adopted, with the resolved portion amended as follows:

~~RESOLVED, That the administration contract with the Milwaukee County Transit Services and develop a customer service transportation model with an appropriate cost benefit comparison which will expedite the elements needed to ease the current problems and the burden of many students and their parents.~~

RESOLVED, That the administration work with the County Transit System for the possibility of developing an innovative and cost-effective transportation model which will ease current problems caused by the critical shortage of yellow buses; and be it

FURTHER RESOLVED, That the administration provide to the Board cost benefit comparisons of all such plans; and be it

FURTHER RESOLVED, That recommended implementation plans be forwarded to the Board for approval.

* * * * *

(Item 9) Adoption of a Resolution by President Bills regarding Elementary School Transportation Cost Savings

Resolution

At the Committee Chairs meeting on November 2, 1994, President Bills introduced the following resolution, which was referred to the Finance and Facilities Committee:

WHEREAS, The Milwaukee Public Schools has a transportation budget of $45 million; and

WHEREAS, Transportation is provided for space, safety, integration, exceptional education and to comply with state statutes; and

WHEREAS, Taxpayers want transportation costs reduced; and

WHEREAS, The greatest transportation occurs at the elementary level; now, therefore, be it

RESOLVED, That a committee of elementary principals be created by the Superintendent to review transportation procedures and recommend cost savings to the Board. Elementary schools would be the recipient of any cost savings.

Your Committee recommends that the resolution be adopted, with the resolved portion amended as follows:

RESOLVED, That a committee of elementary principals be created by the Superintendent to review transportation procedures and recommend ~~cost savings to the Board~~ ways to stabilize integrated neighborhoods. ~~Elementary~~ The schools would be the recipient of any cost savings.

* * * * *

(Item 10) Adoption of a Resolution by Director Small regarding Moving the Craig Alternative Program to Another Site and Reopening the School

Resolution

At its meeting on September 28, 1994, the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

WHEREAS, The critical need for elementary classroom space could severely disrupt the education and welfare of great numbers of Milwaukee children; and

WHEREAS, For the 1995-1996 school year 650 additional seats will be needed to meet the projected enrollment figures; and

WHEREAS, The shortage of elementary classroom seats will increase to 956 in the 1996-1997 school year and by the 1997-98 school year the shortage of elementary seats will increase to 1,121 if the demand for these seats is not met; and

WHEREAS, Craig Alternative School was originally an elementary school and has the capacity to serve approximately 395 students and is located on the northwest side in a convenient location accessible to the community; and

WHEREAS, Utilizing present building space for this critical shortage of seats for elementary schools is cost effective when compared to building new facilities to resolve the problem; and

WHEREAS, The Craig Alternative program could be moved intact to another location where suitable space is available; now, therefore be it

RESOLVED, That the administration find adequate and appropriate space to house the Craig Alternative Program through either a partnership or other contractual agreement, and be it

FURTHER RESOLVED, That the Craig site be utilized as a community school with an integrated services program which will provide the community with an elementary neighborhood school

providing such services as an adult center, early childhood education opportunities, after school children's' activities and other community services for the 1996-1997 school year, and be it

FURTHER RESOLVED, That the planning for Craig School be a part of the 1996-97 Facilities Master Plan.

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 11) Adoption of a Resolution by Director Small to Increase the Number of Partnership Alternative Schools for 1995-1996 and 1996-1997

Resolution

At its meeting on September 28, 1994, the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

WHEREAS, Partnership schools have become vital to delivering educational services to the children of Milwaukee, particularly at-risk children which make up one-third of the MPS student population; and

WHEREAS, Partnership schools focus on a special population of at-risk students that MPS cannot effectively educate; and

WHEREAS, There is a critical need for more physical building resources because of the projected increase in elementary enrollment; and

WHEREAS, MPS failed in its recent attempt to sell a referendum to the public which would have provided funds for new facilities; and

WHEREAS, Partnership schools have proven to be a cost effective way of delivering educational services without using needed MPS facilities; and

WHEREAS, Partnership schools provide family structure to young people who are missing this element of their lives and cannot master self esteem, learning, and achievement concepts until the family values of stability, nurturing and caring are provided by an institution outside the home; and

WHEREAS, Without partnership intervention, it is determined that these at-risk young people will eventually drop out of school; now, therefore, be it

RESOLVED, That MPS substantially increase its investment in partnership alternative schools, and be it

FURTHER RESOLVED, That MPS present a plan to the Board to substantially increase the number of partnership alternative schools for the 1995-1996 and 1996-1997 school years through the usual RFP process, and that this investment be a part of the budget process for 1995-1996 and 1996-1997.

Your Committee recommends that the resolution be adopted, with the second resolved amended as follows:

FURTHER RESOLVED, That MPS present a plan to the Board to substantially increase the number of partnership alternative ~~schools~~ opportunities for the 1995-1996 and 1996-1997 school years through the usual RFP process, and that this investment be a part of the budget process for 1995-1996 and 1996-1997.

* * * * *

(Item 12) Adoption of a Resolution by President Bills and Director Johnson to Require Contractors to Provide a Breakdown of the Labor Force by Gender, Race and Age

Resolution

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 (see attachment); 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 its 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 its contractors and service providers.

Your Committee recommends that the resolution be adopted, with the figure in the first whereas changed from $15.6 million to $207 million.

* * * * *

(Item 13) Approval of Amendments to the Historically Underutilized Business Policy and Approval of Goals for 1994-1995 and 1995-1996

Administration's Analysis—Amendments to Policy

1. On March 31, 1993, the MPS Board of School Directors approved the current Historically Underutilized Business Policy.

2. In the Spring of 1994, the City Attorney expressed concerns regarding the policy as a whole and its ability to be legally defensible in the event of challenge.

3. Several meetings between various Board members, the Superintendent, HUB Administrator and City Attorney representatives were conducted during the Spring and Summer of 1994.

4. After informal review of the HUB policy, it was determined that relatively minor changes were necessary to assure strict scrutiny measures described in the Richmond v. Croson case were met.

5. Worksessions between the HUB Administrator and Linda U. Burke, Assistant City Attorney, resulted in the recommended policy changes in the attachment.

6. It was determined that the MPS policy, in essence, is sound and defensible and well put together in line with federal court requirements.

7. In order to eliminate any possibility of court challenge to the HUB policy, the City Attorney's Office advised clarification of percentage goals vs. requirement per contract language and explanation of MPS waiver provisions be included in the policy.

Strategic Plan Compatibility Statement

8. The recommendation under this proposal is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district program, functions and operations.

Statute, Board Policy or Rule Statement

9. Board policy requires Board approval of changes to existing policy.

Fiscal Impact Statement

10. The recommended policy changes will not result in any additional cost to the district.

Implementation and Assessment Plan

11. Upon approval by the Board, new policy statements will be distributed to alert user departments of any changes that may effect them. Policy changes are consistent with current administration of HUB program.

Administration's Analysis—Goals for 1994-1995 and 1995-1996

1. The Milwaukee Public Schools' Board of Directors approved the current goals for Historically Underutilized Business (HUB) participation in March, 1993.

2. After meeting with department heads and the City Attorney's office, it was determined that there is a need to adjust percentage goals to more accurately reflect the available vendor base as documented in the 1992 Joint City/County/MPS Disparity Study.

3. These percent adjustments in no way adversely effect the administration of the HUB program and the positive results to date.

4. Goal recommendations for Fiscal Years 1995 and 1996 are found at the end of the 1993-1994 Annual Report.

5. It is administration's opinion that the recommended goals should be for a two year period, ending June 1996. By that time, it is our belief that a utilization/availability system will be in place to more accurately assess goal percentages.

Strategic Plan Compatibility Statement

6. The recommendation under this proposal is consistent with the Board goal of Fiscal Responsibility in developing effective measures which allow informed decision making about the allocation of resources for district programs.

Statute, Board Policy or Rule Statement

7. Board Policy requires annual approval of Historically Underutilized Business (HUB) Program goals.

Fiscal Impact Statement

8. Does not apply. It does, however, more strongly support Disparity Study findings which makes Board policy more defensible in the event of a legal challenge.

Implementation and Assessment Plan

9. Affected departments will continue to determine percentage requirements on a case by case basis. Overall assessment will be conducted per Board policy and reported on a bi-annual schedule.

Committee recommendations

1. Your Committee recommends that the Board amend the March 1993, HUB Policy document as indicated below to reflect advised changes, which in effect do not alter the program, in its present form, but provide legal clarification of intent.

HISTORICALLY UNDERUTILIZED BUSINESS (HUB)

Policy Statement

In educating the youth of Milwaukee, MPS is also a primary employer and purchaser of goods and services in the Milwaukee market place; therefore, it is obligated to display, in its own operations, the excellence, diversity and economic responsibility which is part of the MPS educational mandate. The preservation and expansion of free competition is basic to maintain and strengthen the overall economy of the metropolitan Milwaukee community.

It is the declared policy of the Milwaukee Public Schools' Board of School Directors and its Administration to aid, assist and protect, ~~insofar as is possible~~ to the extent justified by the evidence, the interests of Historically Underutilized Business (HUB) concerns in order to preserve free competitive enterprise, to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS be placed with HUBs. ~~MPS shall also strive to develop the actual and potential capacity of HUBs. The preservation and expansion of free competition is basic to maintain and strengthen the overall economy of the Metropolitan Milwaukee community.~~

Policy

The HUB Program shall operate under the following guidelines:

1 ~~A~~. Strengthen the efficiency and fairness of general procurement procedures and practices to increase opportunities for contracting with M/WBEs;

~~B. Rename the M/W/DBE Program the Historically Underutilized Business (HUB) Program in order to present a more accurate perception of the office and its mission;~~

2 ~~C~~. Determine specific levels of M/WBE participation on a contract by contract basis, taking into consideration contract size and the availability and potential of M/WBEs. Overall goals will be established annually;

3 ~~D~~. Establish or continue race-neutral programs for bonding, insurance, training and outreach that are not prohibitive to M/WBE utilization.

~~4.E.~~ Establish insurance requirements which are not more restrictive than necessary to protect the public's interest and provide appropriate protection;

~~5.F.~~ Establish administrative procedures regarding the prompt payment by prime contractors to subcontractors and develop and publicize MPS prompt payment procedure;

~~6.G.~~ Develop uniform contracting methods system-wide, so that decentralization measures do not perpetuate the effects of current and past discrimination by preventing M/WBEs from learning about public contracting opportunities;

~~7.H.~~ Establish a more comprehensive contract reporting and monitoring system to provide accurate information for construction, professional services, and procurement contracting;

~~8.I.~~ Inclusion of field visits in monitoring M/WBE participation;

~~9.J.~~ Develop monitoring procedures for all decentralized and discretionary purchases which include systematic reporting to the HUB Program Office;

~~10.K.~~ ~~Implementation~~ Includsion of a local preference program for all contracting opportunities when feasible. ~~includes investment activities consistent with meeting the district's fiduciary responsibilities;~~

~~11.L.~~ ~~Establish a formal policy for~~ Encourage joint venture ~~certification~~ and mentor/protege ~~recognition of mentoring~~ relationships;

~~12.M.~~ Establish preference for vendors who are, at the time of bid submission, conducting Board approved programs for the training, employment, or continuing education of present or former Milwaukee Public School students. ~~The purpose of this preference is to encourage vendors to undertake such programs which will benefit students and, in the long run, lead to the formation of additional M/WBEs.~~

~~N. Ensure that the HUB Office maintains independent oversight of all MPS procurement, professional service and construction activities relating to HUBs; facilitates expeditious resolution of issues; strengthens reporting systems; and is directly responsible for implementation of the HUB policy; and~~

~~13.O.~~ Develop a statistically based methodology for determining participation levels, to be established on an annual basis, using utilization percentage ratios.

~~P. The district will, in its sole discretion, accept or reject a bid or all bids if it deems that such would be in the best interest of the district.~~

~~Q. Annually, the district shall determine participation recommendations.~~

14. Establish goals which address and attempt to reduce the disparity affecting minority and women businesses in the Milwaukee Public Schools' market area.

15. Collect statistics and review annually to determine appropriate percentages and/or the necessity for continuance of program measures.

16. Evaluate and report progress each year following the close of the fiscal year, to determine the necessity of continuing program measures.

17. The Board of School Directors may discontinue, all or part of, any affirmative contracting actions at any time, upon receiving an annual report indicating that the disparity in a particular area has been eradicated.

18. Administrative procedures shall be routinely reviewed for adjustments based upon availability and utilization of HUB venders.

19. The HUB office shall maintain independent oversight of all MPS procurement, professional service and construction activities relating to HUBs, facilitate expeditious resolution of issues, strengthen reporting systems and be responsible for implementing all aspects of the HUB policy.

WAIVERS

Requests for waivers of this policy must be submitted in writing to the HUB administrator and the contracting department. Such requests shall specify measures taken to meet the requirements and/or documented justification for waiver. In the event evidence suggests a need to adjust the percent requirement on a particular contract, an addendum will be issued prior to bid opening. Contractors must notify the HUB Administrator and contracting department of difficulties in meeting the HUB requirement prior to bid opening.

CHANGE ORDERS

The participation goals applicable to contract over $25,000 are also applicable to change orders or contract modifications.

Any change order or contract modification that increases or decreases the contract price by 5% or $50,000, whichever is less, must be approved by the HUB Administrator as to its effect upon M/WBE compliance.

SANCTIONS

Every Milwaukee Public Schools' contract award shall contain language indicating that if any document submitted to MPS by a contractor, subcontractor, bidder or individual regarding HUBs for the purpose of participating in any MPS contract, contains false, misleading or fraudulent information, the contracting department head, upon conferral with the HUB Administrator, may direct the imposition of any of the following sanctions on the offending contractor, subcontractor, bidder or individual:

1. Withholding of payment.

2. Termination, suspension or cancellation of the contract in whole or in part.

3. Denial to participate in any further contracts awarded by Milwaukee Public Schools for specified period of time, not to exceed three years.

2. Your Committee further recommends that the following goals for Fiscal Years 1995 and 1996 be approved:

Contract Category	**HUB Goal**
Purchasing Services	14%
Facilities	25%
Professional Services	20%

* * * * *

(Item 14) Authorization to Extend Existing Contracts for Program Architect and Design Services and for Asbestos Abatement Design and Project Management Services

Administration's Analysis

1. On April 24, 1989 (Proc., pp. 1011-1013), the Board authorized retention of Herbst, Eppstein, Keller & Chadek to provide Program Architect/Management Services. This contract was in response to Requests For Proposals received on April 17, 1989.

In 1991, proposals were again solicited to provide Program Architect and Design Services. On June 3, 1991 proposals were received from six firms to provide these services in response to the Request For Proposals. On August 28, 1991, the Board authorized the award of the contract to Herbst, Eppstein, Keller & Chadek at a monthly base retainer of $2,500/month for a three-year period.

2. On August 28, 1991 , the Board authorized the award of a three-year contract to Energy Concepts, Inc. to provide Asbestos Abatement Design and Project Management Services in accordance with their proposal submitted on June 3, 1991. This proposal did not include a monthly retainer, but contained a price structure for various projects on a percentage fee basis. It should be noted that Energy Concepts, Inc. had done numerous individual projects in addition to having provided technical assistance related to asbestos issues since 1988 for the Division of Facilities and Maintenance Services.

3. Although both contracts have expired, the two firms will need to continue to provide services for the foreseeable future, as both are currently involved in ongoing projects and will complete their obligations related to those projects. It is anticipated that these will continue at least until early 1995.

4. The Division of Facilities and Maintenance Services has been in discussion with both of the firms as to a possible extension of their contracts under the same terms. Both firms have indicated that they would be willing to extend their current contract on the same terms, conditions, and fees. The extension of the current contracts would be more beneficial to the district for a number of reasons:

a. Continuity of high quality services would be guaranteed. This is especially important given the number of critical projects currently in the planning stage. Both firms are familiar with district standards and expectations and can best articulate these to individual project consultants.

Continuation of existing contracts would also provide uninterrupted service on projects currently in conceptual stages. A new firm would require a period of time to become familiar with district standards, methods, practices, and expectations to adequately provide a comparable level of service. Experience has shown that this period can be as long as nine months in length.

b. Additional costs would not be incurred in order to solicit new proposals. In addition, there will be no additional costs incurred during the learning period required for any new consultant. Experience with the existing consultants has shown that additional costs were not only incurred on individual projects, but also for additional staff time to assist in project management during the initial months of the current contracts. Given the current scarce resources available, every effort is given to minimize unnecessary costs wherever possible.

Strategic Plan Compatibility Statement

5. 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

6. Board policy requires that all contracts for professional services over $25,000 be approved by the Board.

Fiscal Impact Statement

7. Sufficient funds are included in the budget to cover the cost of the contract extension for FY95.

Implementation and Assessment Plan

8. Upon approval by the Board, extensions to the existing contracts will be executed and processed through normal procedures. Ongoing evaluations will continue to insure that high quality of services continue to be provided. Termination procedures have been made part of each of the agreements and will be utilized if required.

Your Committee recommends that the following contracts be extended for three years under the same terms and conditions:

a. Eppstein, Keller, Uhen to provide Program Architect and Design Services.

b. Energy Concepts, Inc. to provide Asbestos Abatement Design and Project Management Services.

* * * * *

(Item 15) Report regarding Administrative Fund Transfers

Your Committee reports having received an informational report from the Superintendent regarding administrative fund transfers. A copy of the report has been attached to the minutes of your Committee's meeting of November 17, 1994.

* * * * *

Separate consideration having been requested of Items 2, 8, 9, 10, 11, 12 and 14, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2, relating to the award a sole source contract for $133,030 for an evaluation of MPS alternative schools to the Academy for Educational Development, having been set aside for separate consideration, Director Small moved to approve the report.

Director De Bruin moved to amend, inserting the words "to establish a model" after the $133,000 figure so that the recommendation would read "Your committee recommends the Board approve a sole source contract for $133,030 to establish a model for an evaluation of MPS alternative schools to the Academy for Educational Development."

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small, Todd and President Bills—6.

Noes—Directors Johnson and O'Neil—2.

The report was adopted as amended, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Johnson and Todd—2.

Item 8, relating to a resolution to make greater use of the County Transit System, having been set aside for separate consideration, Director Lucey moved to adopt the report.

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

Ayes—Directors Lucey, O'Neil, Small and Todd—4.

Noes—Directors De Bruin, Johnson, Sinicki and President Bills—4.

Item 9, relating to a resolution regarding elementary school transportation cost savings, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director Lucey moved to amend by striking the last sentence and substituting: “The recommendation should also address how and to what extent any cost savings might be used to improve education quality at the elementary level.”

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director De Bruin moved to send the amended resolution back to the Finance and Facilities Committee to review how the Hi-Mount neighborhood school concept might be extended to other integrated areas with the context of this resolution.

The motion to refer to committee prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O’Neil, Sinicki, Small and President Bills—7.

Noes—Director Todd—1.

Item 10, relating to moving the Craig alternative Program to another site and reopening the school, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Small moved to amend the resolution to state that the Craig site be considered as a community school with integrated services.

Director De Bruin moved to refer the resolution to the Budget and Strategic Planning Committee for consideration in connection with the process of adopting the next budget.

The motion to refer to committee prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O’Neil and Sinicki—5.

Noes—Directors Small, Todd and President Bills—3.

Item 11, relating to a resolution to increase the number of partnership alternative schools for the ’96 and ‘96-’97 school years, having been set aside for separate consideration, director Todd moved to adopt the resolution.

Director Lucey moved that the item be referred to the Committee on Strategic Planning and Budget for consideration as part of the fiscal year 1996 budget process.

The motion to refer to committee prevailed, the vote being as follows:

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

Noes—Director Todd—1.

Director De Bruin moved to limit debate on the remaining items on the agenda for the meeting to 15 minutes per item.

The motion was adopted by unanimous consent.

Item 12, relating to a resolution to provide a breakdown of the labor force, having been set aside for separate consideration, director Johnson moved to adopt the resolution.

Director De Bruin moved to refer the item back to the Facilities and Finance Committee for an analysis by the Administration with the requirement for matters that originate with the Administration, to know the impact on staffing.

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

Ayes—Directors De Bruin, Lucey, O'Neil and Small—4.

Noes—Directors Johnson, Sinicki, Todd and President Bills—4.

Director Johnson requested permission to change his vote from "No" to "Aye."

There being no objection, the request was granted. the motion to refer to committee then prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil and Small—5.

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

Item 14, relating to an award of contract for architect services, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Small presented the following report for the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(Item 1) Authorization to Develop a Policy regarding Adult Learners in the Classroom

Administration's Analysis

1. The administration has received requests from Washington High School and Lady Pitts School Age Parent Program to implement programs whereby parents of current students could attend classes with students.

2. Washington High School proposal, *Parents as Learners* :

a. Investigation into the concept of having Washington parents attend classes along with the WHS students was authorized by the WHS School Management Council in April, 1994. A team of teachers, parents and administrators visited DuSable High School in Chicago where a similar program has been in effect.

b. The concept was introduced to the Washington staff in May, 1994. The WHS staff endorsed moving ahead, using a written ballot. The vote was 80 approved, 8 seeking additional information, and 6 opposed.

c. Washington's *Parents as Learners* program would allow parents of WHS students to enroll in any class where there are vacant seats. Some parents could be working on enrichment courses, while others could be working on classes they need for graduation. Parents would be admitted on a first come, first serve basis within program limits. Parents would not be admitted if they had criminal convictions and/or pending charges which would reflect upon the students' safety and well being, including, but not limited to, sexual or child abuse, gang involvement, etc.

d. An orientation will be conducted for each new parent participant. Parents in the program will be recognizable by a distinct uniform (vest) that would be worn while on campus. Parents will donate a matching amount of service time for time spent taking class(es). Washington is interested in having mature, positive adult role models present in the school. Their presence will bring new knowledge into the school which can be shared in the classrooms, promote a calm learning environment and help promote respect.

e. The program will strengthen the linkage between Washington and the school community. The program will not replace services already available to adults in the community, e.g., MATC and other educational institutions.

3. Lady Pitts School Age Parent Program proposal, *Adult Learners in the Classroom*:

a. Adult learners would be an integral part of two programs at Lady Pitts. They would participate for credit in the after school classes from 3:30 - 7:30 p.m. or the newly created completion program for 11th (10 units) and 12th (15 units) grade students. Preference would be given to 12th graders.

b. Criteria for selection:

1. Former Lady Pitts students or parents of present Lady Pitts students.
2. Over the age of 26 and actively parenting a child.
3. Ten or more earned high school units, but have not graduated from high school or earned a GED.
4. Able to show proficiency in reading to succeed in class.
5. No criminal record(s) which would reflect upon the students' safety and well being, including, but not limited to, sexual or child abuse, AODA issues, gang involvement.
6. Resident of Milwaukee.
7. Interview and contract agreement regarding attendance, behavior expectations, classroom rules and responsibilities.
8. Exceptional education services would not be a part of the program.

c. The number of adult learners would depend upon the space available. Regular students would always be in the majority. Student/teacher ratio would be 1 to 15, or a maximum of 1 to 20, per the DPI SAPAR program guidelines.

d. Rationale for the criteria for selection:

Many school age parents drop out of school close to graduation. The combined parenting and student responsibilities appear to be the catalyst which causes them to drop out. National reports state that the majority of school age parents do complete high school, but do so after an extended child rearing leave. They want to return to school and receive job training to get off the welfare system and become gainfully employed.

At the same time, many parents of our present students want to finish their education. Over the years, we have learned that parents would have better self esteem if they could show themselves and their children that they, too, are capable of graduating, getting off welfare and becoming gainfully employed.

4. A response from the City Attorney dated August 17, 1994, indicates the following:

"The Board rules do not distinguish pupils by age. Therefore, if the Board does adopt programs for admitting Milwaukee residents who are beyond the age of 20 as pupils, the same legal relationship will generally exist between the Board and the over-age-20 pupils as exists between the Board and its current under-age-20 pupils. Except in limited circumstances, the over-age-20 pupils will have the rights and responsibilities as other students of MPS.

"If the Board does wish to proceed with the establishment of programs which admit as pupils residents of the City who are over the age of 20, we would be happy to assist you in developing a legally sustainable program."

Strategic Plan Compatibility Statement

5. The proposals are compatible with the Board's mission and goals, in particular with the Board's focus on strengthening the connection between the school and the school community.

Statute, Board Policy or Rule Statement

6. Please see #4 above.

Fiscal Impact Statement

7. According to Article X, Section 3, of the state Constitution and the operation of the state aid statutes with respect to "membership," and "enrollment," participants over the age of 20 would not generate state aid.

The local school budgets will absorb any additional costs.

Implementation and Assessment Plan

8. The programs would begin in the 1995-1996 school year.

Your Committee recommends that this item be considered by the full Board at its regular December meeting and that the administration provide the Board with additional information by that time.

* * * * *

(Item 2) Informational Reports

Your Committee reports having received the following informational reports from the Superintendent. Copies of the reports have been made a part of the minutes of your Committee’s meeting of November 21, 1994.

A. Report on Camp Thoreau.
B. Report on the Planning Process for the Closing of Alternative Programs at Hayes, Kilmer and 68th Street Schools.

* * * * *

The report was adopted, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of October 31 at 9:00 AM, 11:00 AM, and 2:00 PM; November 3; November 7; November 9 at 9:00 AM and 2:00 PM; November 10; November 14; November 17 at 9:00 AM and 2:00 PM; November 18 at 9:00 AM and 2:00 PM; and November 21, 1994.

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

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from Shelby Jean regarding transportation policy for 4 and 5 year old students.

Referred to the Finance and Facilities Committee.

RESOLUTIONS

By Director Todd:

Whereas, Washington High School represents one of the City of Milwaukee's finest examples of Tudor Gothic architecture from the early 1920's; and

Whereas, Townsend Street School is exemplary for its excellent craftsmanship and construction from the 1930's; and

Whereas, Both schools are outstanding examples of architecture and craftsmanship in fine materials; and

Whereas, Both schools were carefully designed to reflect the high-quality residential environment of Sherman Boulevard; now, therefore, be it

Resolved, That, if any alternations are made to Washington High School or Townsend Street School, they reflect the original appearance of these buildings in character with Sherman Boulevard as a residential street; and be it

Further Resolved, That, if alternations are made to the windows, they retain the configuration and appearance of the existing windows; and be it

Further Resolved, That, if alterations are made to the masonry of the buildings, it be done in a manner that retains their original appearance; and be it

Further Resolved, That, if improvements are made to the landscape of the buildings' grounds, they reflect the historical character of Sherman Boulevard as a residential street.

Referred to the Finance and Facilities Committee.

By Director Todd:

Whereas, Research evidence from the Tennessee Star study, the Lasting Benefits study and Project Challenge clearly demonstrate the effect of reduced class sizes on student achievement; and

Whereas, School Buildings are an important community resource that should, to the greatest extent possible, be used to house activities that contribute to the well being of the community; and

Whereas, An academically rigorous curriculum that incorporates and reflects the diversity of our citizenry is essential if we are to adequately prepare children for their roles of citizen and worker; and

Whereas, Professional development and accountability are important to the effectiveness of educational programs; and

Whereas, Individual schools should be partners with the Milwaukee Public Schools Board and administration and the Department of Public Instruction in designing and implementing their program for improving student achievement; now, therefore, be it

Resolved,

1) That the Milwaukee Board of School Directors endorse the recommendations of the Department of Public Instruction's Urban Initiative Task Force and commend the Task Force for its work; and
2) That the administration of the Milwaukee Public Schools, in a timely fashion, plan and implement a process by which members of the Milwaukee Public Schools community can participate in identifying ways to implement the Urban Initiative Task Force recommendations in eligible MPS schools; and
3) That the Milwaukee Public Schools administration work closely with the Department of Public Instruction to secure the passage of such legislation as may be necessary to carry out the Urban Initiative Task Force recommendations.

Referred to the Superintendent.

By Directors Todd, Johnson, Sinicki and President Bills:

WHEREAS, In 1857 the City of Milwaukee named a street after local abolitionist newspaper editor, Sherman Booth, for his role in the release of a fugitive slave in Milwaukee in 1854 in open defiance of the Fugitive Slave Act of 1850; and

WHEREAS, For one hundred and thirty-nine years no such honor was bestowed on Joshua Glover, the fugitive slave whose heroic flight from bondage precipitated the 1854 incident; and

WHEREAS, A group of concerned Riverside University High School students took up the cause of Joshua Glover in 1994, petitioning the City of Milwaukee to rename a street intersecting Booth Street in honor of Joshua Glover; and

WHEREAS, The Common Council of the City of Milwaukee voted unanimously on June 7, 1994 to rename a portion of West Reservoir Avenue (from Holton Street eastward to its eastern terminus) East Glover Avenue; and

WHEREAS, The aforementioned street name change was officially made on June 21, 1994, and the intersection of East Glover Avenue and Booth Street now stands as a poignant memorial to two men who dared greatly in the cause of human freedom and dignity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors officially commends the Riverside University High School students involved in the Glover Avenue project for their initiative, for their historical sensitivity and for their civic mindedness.

Referred to the Instruction and Community Relations Committee.

The Board recessed from 8:27 to 8:43 PM.

The Board adjourned at 9:58 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 14, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:18 PM.

Present—Directors Lucey, Sinicki, Small, Todd and President Bills—5.

Absent and excused—Directors De Bruin, Johnson and O'Neil—3.

Vacancy on Board—1.

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

December 9, 1994

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, Wednesday, December 14, 1994, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing, hearing public comment on, and possibly acting on proposed changes to the Board's policies.

The Board will resolve itself into a Committee of the Whole for the purpose of hearing public comment on the proposed changes to the Board's policies.

NANCY R. NOESKE
Director

Director Small moved that the Board resolve itself into a Committee of the Whole purpose of hearing public comment on the proposed changes to the Board's policies.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Sinicki, Small, Todd and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:25 PM.

The Board rose from the Committee of the Whole at 8:10 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the proposed changes to the Board's policies.

The Board adjourned at 8:26 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:45 PM.

Present—Directors Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

Absent and excused—Directors De Bruin, Small and Todd—3.

Vacancy on Board—1.

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

December 13, 1994

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, December 19, 1994, at 6:00 PM 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 Section 19.85 (1) (a), Wisconsin Statutes.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board resolved itself into a Committee of the Whole 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 Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

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 8:11 PM.

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

Your Committee recommends that the Board concur in the Superintendent's recommendation to terminate Darice Yench for violation of the residency provision, this termination to take effect immediately.

Director Lucey moved that the Board accept and approve the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board adjourned at 8:13 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

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

Absent—None.

Vacancy on Board—1.

SUPERINTENDENT'S COMMUNICATION

December 21, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Excellence in Education Award

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

LaQuen Holcomb
Ninth Grade Student
Hamilton High School

LaQuen was selected as a JASON Project Student Argonaut. The JASON Project was created five years ago by Robert Ballard, an oceanographer, to encourage student interest in science. The project selects students from across the nation to do field work with scientists on specific research projects. Only a select number of students travel to do their field work. Thousands of other students interact with scientists from other major cities through the use of satellite and interactive communications.

As a student argonaut, LaQuen was selected to spend eight days in Hawaii in February where he will study volcanic activity and how it relates to life on Earth.

LaQuen worked on his application for the project with his science teacher, Jude Kesl, when he was an eighth grader at Grand Avenue Middle School. He had to submit two essays and participate in an interview.

LaQuen says that he is very interested in science and wants to become an electrical engineer.

I would ask that the Board of School Directors and the entire school community join me in recognizing LaQuen Holcomb for his distinction as a JASON Project Student Argonaut.

Respectfully submitted,

HOWARD FULLER, PH.D.

Superintendent of Schools

AUDIT COMMITTEE

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) Your Committee reports having reviewed the policy revisions related to the Committee's audit function.

Your Committee recommends that the following new policies be adopted:

XA—ADOPTION OF ANNUAL AUDIT PLAN

The Board of School Directors shall adopt an audit plan each year. Audits not ordered in the audit plan, but later determined to have major implications to the district, will require Board approval to amend the annual plan of audits. The Director of the Office of Board Governance shall have the authority to approve critical and emergency audits during the year.

XB—EXTERNAL CONTRACTOR/AGENCY AUDITS OF THE DISTRICT

The Office of Board Governance shall be responsible to coordinate and monitor all audits and program evaluations performed by external contractors and agencies. Audit and program evaluation contracted services shall be awarded in accordance with Milwaukee Public Schools' usual contracting policies and procedures and, if required by policy, be recommended for approval to the Board by the Audit Committee.

* * * * *

(Item 2) Your Committee reports having received and reviewed the preliminary draft of the 1994 Fiscal Year Audit Reports from Deloitte & Touche.

Your Committee further reports having received and reviewed an internal audit status report from the Office of Board Governance. Copies of the reports have been made a part of the minutes of your Committee's meeting of December 5, 1994.

* * * * *

Separate consideration having been requested of Item 1, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to audit policies, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Lucey moved to amend the report by inserting after the word "evaluations": "That the Board of School Directors' request be" so that the section would read: "The Office of Board Governance shall be responsible to coordinate and monitor all audits and

program evaluations that the Board of School Directors request be performed by external contractors and agencies.”

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

Ayes—Directors Johnson, Lucey and Todd—3.

Noes—Directors De Bruin, O'Neil, Sinicki, Small and President Bills—5.

Director Lucey moved to amend the report by deleting the words "coordinate and."

Director De Bruin moved to refer the item back to the Audit Committee for further consideration.

The motion to refer to committee prevailed, the vote beings as follows:

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

Noes—None.

PERSONNEL AND NEGOTIATIONS COMMITTEE

Director Sinicki presented the following report for the Personnel and Negotiations Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

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

Your Committee reports having given hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) (e) (1) of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers).

Your Committee finds, based on the evidence presented and on Mr. Dennis Walker's considered decision not to testify in rebuttal of the evidence presented, that Mr. Walker engaged in inappropriate conduct in throwing a recycling bin at a student, and your Committee concurs in the recommendation of the Superintendent that Mr. Walker be suspended without pay for ten days and a copy of the letter placed in his personnel file.

* * * * *

The report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

STRATEGIC PLANNING AND BUDGET COMMITTEE

Directors Johnson and Lucey 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:

Your Committee reports having reviewed various options presented by the administration for developing the FY96 budget. The information submitted by the administration has been made a part of the minutes of your Committee's meeting of December 15, 1994.

Your Committee recommends that:

1. The administration be directed to decentralize the budget over a three year period of time substantially in accord with plans presented this evening;

2. The administration be directed to include in the FY96 budget the funds to install the technology necessary to provide the tools, support and training to facilitate the decentralization of the budget;

3. The administration examine the following proposal and present a preliminary sketch of the fiscal implications for a meeting of the Strategic Planning and Budget Committee to be scheduled in January: The administration to present a plan for achieving greater equity across grade levels and within grade levels;

4. The administration prepare a budget based on revenue caps and in addition, a prioritized list of cuts of $3.5 million.

* * * * *

The report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

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 11 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:30 PM.

The Board rose from the Committee of the Whole at 10:14 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 11 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

Director Lucey moved to suspend Board rules 2.31 and 2.09 to allow for adoption of any recommendations regarding the regular items of business on the agenda.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 1) Recommendations regarding Teacher Appointments

The Superintendent recommends approval of the following appointments effective as indicated:

	Teachers - Schedule I	Division	Experience Salary	Years of Credit	Start Date
	Effective between October 18, 1994, and October 28, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Maria J. Glembin Grades 1-3	B	26,854	2	10-27-94
(nr)	Alanna D. Verhaalen Elementary	B	26,854	2	10-18-94
(r)(a)	Milena G. Walker Music	BB	32,042	5.5	10-24-94
	Effective between October 31, 1994, and November 10, 1994, inclusive:				
(nr)	Rebecca L. Becker Grade 4	B	24,413	0	11-09-94
(nr)	Thomas W. Jakubowski E. D.	B	31,737	6	10-31-94
(r)	Ronny H. Kerst German/Reading	B	24,413	0	10-31-94
(r)	Theresa L. Klein L. D.	B	24,413	0	10-31-94
(nr)	Daniel J. Leonard C. D.	B	24,413	0	10-31-94
(r)	Tammy L. Rostan Head Start	B	24,413	0	11-04-94
(r)	LuAnn J. Talma Grade 2	B	24,413	0	11-02-94
(r)	Nicole R. Vidal Grade 4	B	24,413	0	10-31-94
(nr)	Dawn M. Weyker Grade 6	B	29,296	4	10-31-94

Effective between November 11, 1994, and November 23, 1994, inclusive:

(r)	Akira W. Gamblin BF Social Studies	C	27,587	0	11-16-94
(r)	Mary E. Staten Chemistry/Biology/Science	B	24,413	0	11-23-94

Effective between November 24, 1994, and December 7, 1994, inclusive:

(nr)	Mary P. Mueller Grade 6	B	28,075	3	12-01-94

Effective between January 13, 1995, and January 26, 1995, inclusive:

(r)	Glen L. Gardiner Biology/Chem./BF Science	B	24,413	0	01-23-95

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

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Recommendations regarding Administrative Appointments and Promotions

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

(r)	Marguerite Guy	Principal Milwaukee High School of the Arts	Schedule III, Range 15C $71,855
(r)	Olivia Cervera	Principal Mitchell Elementary School	Schedule III, Range 14D $65,709
(r)	Gayle Schmitz-Zien	Principal Engleburg Elementary School	Schedule III, Range 13D $64,182
(r)	Mary Maresh	Assistant Principal Burroughs Middle School	Schedule III, Range 11D $43,544

(r)	Sharon Munson	Assistant Principal Happy Hill Elementary School	Schedule III, Range 10D $54,828

(r)	Anita Sparks	Assistant Principal Hopkins Street Elementary School	Schedule III, Range 10D $47,974
(r)	Jane Bogart	Assistant Principal Lincoln Elementary School	Schedule III, Range 10D $47,222
(r)	Charlyn Pozza	Supervisor, Speech and Language Disabilities Program	Schedule III, Range 8C $53,741
(r)	Richard Hooper	Payroll Supervisor Department of Finance	Schedule III, Range 8A $55,438

(nr) Non-resident
(r) Resident

Director De Bruin moved to approve the Superintendent's recommendations.

Director O'Neil requested separate consideration of the assistant principal appointments.

There being no objection, the request was granted.

The question being on approval of all of the appointments except for the assistant principals, they were approved, the vote being as follows:

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

Noes—None.

The question being on approval of the assistant principal appointments, they were approved, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—Director O'Neil—1.

(Item 3) 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 following probationary teachers, teacher-librarians, principals, assistant principals and members of the support staff be reappointed, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Abram, Melissa S.
Acevedo, Maria A.
Adams, Michelle M.
Ahmad, Bashir
Alexander, J. Annette
Anderson, Jill M.
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.
Cardona, Juan
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.
Cotter, Michelle M.
Crossot, Michael D.
Cruz, Ramon
D'Acquisto, Christopher A.
Damrow, Kathleen A.
Davis, Nochelle Y.
DeMott, Elmer J.
Dey, Donald F.
Dicristo, Mary Jo
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.
Fendel, Dawn M.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Hanold, Susan R.
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.
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.
Kapusta, Mary A.
Keefe, Matthew A.
Kendzierski, S. Sonia
Kent, Kathryn A.
Klawien, Thomas M.
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.
Laabs, Deeann M.
Last, Kimberly J.
Le Blanc, Charles D.
La Bott, Nancy L.
La Haye, Mary Beth
La Porte, Danielle K.
Large, Nancy L.
Lawrence, Darold
Leavens, Debora K.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Manske, Lisa A.
Manuel, Mary E.
Markofski, Meloney D.
Martinez, Manuel A.
Martinez, Antonio L.
Martinich, Jeffrey A.
Masnica, Diane M.
Massie, Dorothy M.
Massoth, Joanna L.
McClain, Rae E.
McCluskey, Pamela M.
McDorman, Brian J.
McKinney, Shahanna W.
McKissick, Lois A.
Mead, Donna L.
Mehta, Judith L.
Mennicke, Paul D.
Mesropian, Barbara L.
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.
Orlowski, Harry J.
Pahl, Patricia A.
Palash, Tamara 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.
Poehlman, Michele L.
Podolske, Carol E.
Powell, Suzanne K.
Prioletta, Michelle M.
Radomski, Donald J.
Ramirez-Rios, Maria R.
Ratka, Antigone M.
Reichardt, Tracy L.
Reinert, Tracy A.
Reiser, Martha L.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Stillmank, Mary K.
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.
Tomczak, Stacy L.
Ulschmid, Nancy K.
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.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Anderson, Christine A.
Archia, Barbara A.
Baracani, Brad J.
Barberena, Gretchen C.
Bennett, Donald L.
Berger, Joel M.
Bodenbach, Marie A.
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 L.
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.
White, Damon V.
Whiteside, Cornelius L.
Wilson Jr., James A.
Yanacheck, Rosalie M.
Yang, Maly M.
Zeman, Jane E.
Ziegelbauer, Holly A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Amini, Katherine A.
Anco, Lisa L.
Anderson, Angela Y.
Anderson, Mora A.
Antkowski, Mary E.
Antonsen, Tanya M.
Arnold, Annie E.
Arvan, Jill
Ashley, Dawn M.
Austin, Cecil
Babb, Marci S.
Bacon, Lisa A.
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
Benn, Jill T.
Benton, Valerie D.
Berdes, Barbara M.
Best, Bonnie J.
Bichler, Jacquelyn A.
Birdsall, Laura J.
Birdsall, Mark D.
Bishop, Karla 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
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.
Cashman, Mary H.
Celichowski, Sarah
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.
Feller, Jane A.
Figueroa, Miguel F.
Fishman, Abbie R.
Flescher, Carol J.
Forseth, Kerry
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.
Gromowski, Karen B.
Grzegorek, Wendy M.
Guild, Leo
Gullicksen, Craig A.
Gulotta, Frances A.
Guten, James R.
Hall, Corzene
Hamdani, Zubeida A.
Harris, Doreen M.
Harris, Gloria J.
Hebert, Anne M.
Heier, Teresa
Helgren, Gloria J.
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, Dana M.
Jenkins, Larrietta
Johnson, Karen A.
Johnson, Michele C.
Johnson, Valerie T.
Just, Laura

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Kahn, Debra L.
Kalinowski, Suzanne K.
Karbowski, Jeffrey J.
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
Konkol, Karen M.
Kroog, Paul J.
Kulas, Laurie J.
Kullmann, Pamela A.
Lang, Meredith A.
Lange, Amy J.
La Roche, Gaetano
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.
McDonald, Kevin P.
McGarry, Kathrine R.
McLean, Sharonda R.
McNulty, Heidi P.
Meaux, Heather E.
Melanson, Christina M.
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.
Morice, Marylou
Moss, Andrew
Munguia, Emma D.
Mussa, Karen A.
Natzke, Chris G.
Negron, Cruz
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.
Oswald, Erica L.
Paccagnella, Joanne M.
Palmieri, Susan
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.
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
Rosado, Monserrate
Rufo-Valle, Lujdza
Rupar, Michelle
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.
Seegert, Christine M.
Shavzin, Donna
Shelton, Pamela J.
Simmons, Diana M.
Smyczek, Jane N.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Soko, Jane T.
Someah, Jacquelyn A.
Somphone, Noy V.
Splude, Kerwyn P.
Sprouse, Juanita B.
Stadler, Gregory N.
Steckel, Mary C.
Steinbauer, Jo Ann M.
Stewart, Christine A.
Stock, Karen L.
Stoner, Susan M.
Strasser, Donna L.
Stueve, Angela M.
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.
Ware, Randal G.
Wargolet, Jill A.
Warn, Linda M.
Warner, Kathy J.
Watts, Jennifer L.
Weidenbach, David A.
Weist-Ganz, Sharon E.
Wellinghoff, Diana L.
Werdesheim, Moshe
Wernette, Jane M.
Westemeier, Mary M.
Whalen, Kari A.
White, Jeffrey D.
Williams, Beth D.
Williams, Darrell L.
Williams, Linda G.
Winston, Maxine S.
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 Four Semesters)

Agee, Jeri E.
Akida, Heather B.
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.
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.
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.
Liston, Darlene D.
Lodes, Steven J.
Maas, Ellen M.
McElwee, Ellen M.
McGarry, John F.
McHale, James P.
Mork, Lynn Ann
Morones, Michelle A.
Moseley, Cheryl A.
Mosiman, William P.
Mucha, Linda L.
Nelsen, Mary A.
Noldin, Sally R.
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.
Szivulka, Allan A.
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 Five 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, JoAnne M.
Bajkiewicz, Amy B.
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.
Dixon, Cynthia E.
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.
Gehrig, Karen L.
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Harris, Diane M.
Harwood, Sara J.
Haske, Anne Marie
Hayes, Callie
Hennen, Marilyn R.
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
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
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.
Klein, Dawn 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.
LeSage, 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 R.
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.
Misner, Barbara R.
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.
Nabors, M. Yolanda
Nehmer, Timothy A.
Neill, Stephen E.
Nemeth, Joy Lyn
Neubauer, Lori A.
Nicholas, Annmarie L.
Niedzialkowski, Donna J.
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.
Pralle, Kristy A.
Puestow, Beth A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Purgill, Doreen A.
Rafaelidys, Robin H.
Rakowiecki, Michael J.
Randow, Sara J.
Rasmussen, Susan N.
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.
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.
Scruggs, Angelena
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
Specht, Beth L.
Stapleton, Colleen M.
Stauber, Richard A.
Stefanik, Mary C.
Stein, Carol L.
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.
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.
Zwolinski, Janet R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Aguado, Linda L.
Albertin, Thomas O.
Castillo, Raysa M.
Chico, Maria Del S.
Clamor, Justine B.
Clipps, Roselyn G.
Collier-Thompson, Judith F.
Conger, Jodi L.
Dassow, Renee L.
Datka, Ruthann
Dettman, Gary
Diener, Traci L.
Disi, Lila A.
Docter, Nancy M.
Draeger, Julie A.
Erby, Valerie E.
Esparza, Juvencio
Eusebio, Lisa S.
Ford, Melissa A.
Gafney, Patrick D.
Gatens, Maureen
Gaumond, Carol L.
Hadley, Melanie M.
Hartwell, Lizzie M.
Hennessey, Daniel P.
Holmes, Judith A.
Horigan, Patricia A.
Hulsizer, Natasha M.
Kaufman, Clare
Kimbrough, Sheila R.
Krekling, Douglas H.
Lambert, Trina J.
Lane, Peggy K.
Larson, Julie E.
Lohman, Charon K.
Markovits, Ruth C.
Murphy, Kathleen L.
Nasir, Naseer A.
Nord, Charlsey Ann Moon
Olson, Mary C.
Owen, Teresa A.
Peterson, Nancy A.
Ramseur-Reynold, Danielle J.
Reinhardt, Jean A.
Roddick, William J.
Rogers, Vera N.
Schimelfenyg, Amy L.
Schnoll, Rhona S.
Smith, Douglas A.
Smrz, Ines M.
Star, Alice Jo
Tangle, Miriam R.
Taylor, Elizabeth A.
Taylor, Jeffery A.
Taylor, Tanya D.
Thomas, Yvonne D.
Volk, Martin H.
Weizenicker, Joann H.
Welk, John A.
Wilson, Penny L.
Wisniewski, Jane R.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two Semesters)

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

PRINCIPALS
(Completing Three 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 Four Semesters)

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

PRINCIPALS
(Completing Five Semesters)

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

PRINCIPALS
(Completing Six Semesters)

Erma J. Cannon
M. Ann Griffiths
Alice M. Somers-Walton

ASSISTANT PRINCIPALS
(Completing One Semester)

Acevedo, Jose M.
Anderson, Lonnie J.
Bloom, Kathleen M.
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
(Completing Two Semesters)

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

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

ASSISTANT PRINCIPALS
(Completing Four Semesters)

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

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Five 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
Debra J. Jupka
Bobbie A. Killins
Evornia L. Kincaid
Linda Kincaid
Robin A. Kitzrow
Thomas J. Kraft
Larry E. Leonard
Sara Marquez
Mondell V. Mayfield

ASSISTANT PRINCIPALS
(Completing Five Semesters)

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

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Paul E. Armour
Gary L. Lasch
Vern Mamon
Gayle J. Schmitz-Zien

SUPPORT STAFF
(Completing One Semester)

Kenneth M. Black
Marianne T. Sobkowiak

(Completing Two Semesters)

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

(Completing Three Semesters)

(Completing Four Semesters)

Dorothy James
Pamela R. Penn
Bethany A. Wilkinson

(Completing Five Semesters)

(Completing Six Semesters)

Karen G. Salzbrenner

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 4) Recommendations regarding Approval of Leaves of Absence

Superintendent's recommendation

The Superintendent recommends approval of the following leaves of absence effective as of the dates indicated:

Illness Leave, to January, 1995:	Present Assignment	Effective From
Phyllis Baxter	Madison	November 22, 1994
Bessie Russell	Allen Field	October 31, 1994

Illness Leave, to June, 1995:

Douglas Bugalski	EESS Center	August 29, 1994
Dawn Traindl	Muir	August 29, 1994
Manfred Woch	Bay View	November 29, 1994

Personal Leave, to June, 1995

Donna O'Shea Dorn	Thoreau	December 1, 1994
Allison Sherman	Greenfield	December 14, 1994
Phyllis Tragash	Lancaster	November 4, 1994

Maternity Leave, to June, 1995:

Carrie Jester	Congress	January 20, 1994
Michelle Wuenstel	Longfellow	November 22, 1994

Sabbatical Leave, to June, 1995:

Kathrine Spakowitz	Scott	January 23, 1995

Extension of Illness Leave, to June, 1995

Judith Bradley	Leave	August 29, 1994
Sylvia Gonzalez	Leave	August 29, 1994

Extension of Legislative Leave, to January, 1996:

Valorie Olson	Leave	January 23, 1995

Extension of Maternity Leave, to June, 1995:

Kristine Barrett	Leave	January 23, 1995
Nicolette Howe	Leave	August 29, 1994
Beth Magomolla	Leave	January 23, 1995
Clare Sydnor	Leave	January 23, 1995

Extension of Personal Leave, to January, 1996:

Margaret Guerin	Leave	January 23, 1995

Director De Bruin moved to approve the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 5) Authorization to Create an Additional Position of School Safety Coordinator

Administration's Analysis

1. With the expansion of the school safety assistant positions within the Division of School Safety during the current school year, there is a need for a tenth school safety coordinator position to provide supervision and evaluation of field personnel to enhance greater performance and accountability.

2. Within the practice of school-based budgeting, many schools are purchasing additional school safety assistant positions which has necessitated the need for another coordinator position. There are currently 162 school safety assistant positions. Of these positions, 138 are currently filled and 24 will be filled at the beginning of the second semester. The new employees will require additional supervision at the beginning of the second semester.

3. The current coordinator/safety assistants ratio is insufficient to carry out adequate supervision, monitoring, deployment, and evaluation of field safety staff.

4. An analysis of current school safety incidents has revealed an increase in the severity of incidents which require prompt deployment of School Safety assistants by School Safety coordinators to restore and maintain schools as safe, orderly and nurturing places for students to learn.

5. The expansion of the use of walk-through metal detectors in middle and high schools requires an additional coordinator to facilitate the training and supervision of personnel in the effective use of the equipment.

Strategic Plan Compatibility Statement

6. The recommendations under this proposal are consistent with the Board's goal of student achievement and the strategic objective of maintaining schools as safe, orderly and nurturing places for students to learn.

Statute, Board Policy or Rule Statement

7. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

8. Funds are available in the current Division of School Safety budget to support this position expansion through fund transfers ($13,000) by eliminating two safety assistant positions for the remainder of this school year and creating an additional safety coordinator position. There will be no expansion of the Division of School Safety base budget as a result of this position.

Implementation and Assessment Plan

9. The Board's approval of this position expansion will result in improved supervision of the safety staff. It is expected that this will in turn improve the delivery of services to schools. The position expansion will be assessed based upon the following:

- Was the supervision of safety staff improved?
- Did the added position increase our ability to redeploy safety staff effectively?
- Was there better coordination in the use of walk-through metal detectors in middle and high schools?

Superintendent's recommendation

That the Board authorize the creation of an additional School Safety coordinator position.

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 6) Approval of a Request to Suspend Board Rule 8.01 to Establish an Experimental Program for Adult Learners in the Classroom at Lady Pitts and Washington High School

Administration's Analysis

1. At the November Instruction and Community Relations Committee (November 17, 1994), the administration presented a request from Washington High School to implement a program whereby parents of current Washington High School students could attend classes with Washington High School students for either self-enrichment (audit) or for credit towards a high school diploma. The administration also presented a request from Lady Pitts School Age Parent Program where adults who have not graduated from high school and who are either former Lady Pitts students or parents of current Lady Pitts students participate for credit in one of two programs at Lady Pitts: the after school classes or the completion program for 11th and 12th grade students. The Board heard from the administrators of both of these schools.

2. The Board approved a motion to postpone the item until the December Board meeting and asked that the recommendation be reworded to provide for implementation in Semester II, 1994-95, if the schools so desire. The Board also asked for more information regarding the fiscal impact of this program.

3. The *Parents as Learners* program at Washington High School, developed with staff endorsement, would allow parents of current Washington High School students to enroll in any class where there are vacant seats. Parents would be asked to wear a distinct vest while on campus. Parents will donate a matching amount of service time for the time spent taking classes. The presence of parents who are mature, positive adult role models will bring new knowledge into the school, promote a calm learning environment, and strengthen the linkage between Washington High School and the school community.

4. The *Adult Learners in the Classroom* program at Lady Pitts would be an integral part of two programs currently at Lady Pitts: the after school classes from 3:30 - 7:00 p.m. and the newly created completion program for students with at least 10 credits. Parents of current Lady Pitts students and adults who previously attended Lady Pitts and now have children in MPS schools could enroll. Students at Lady Pitts would benefit from having motivated adults in the class as role models for graduating and attending post secondary institutions or becoming gainfully employed.

5. In both of these programs, adults would be able to attend classes free of charge. Parents enrolled in the program at Washington High School must give one hour of school service for each hour of class attended. If, at any time after admission to a program, the principal determines that an adult has not fully complied with all of the terms of the program or in any way interferes with MPS' regular students, the adult will not be permitted to continue in the program and will have no recourse to challenge the decision to terminate his/her participation.

6. In both of these programs, adults will not be admitted if they have been convicted of any offense or have any charges pending against them which could reasonably substantially impact on the safety and well being of MPS students, including but not limited to, sexual or child abuse, gang involvement, drugs, weapons, etc.

7. In both of these programs, adults will not interfere with the education of MPS students and the number of adults will depend upon the space available. The adults must remain residents of the city of Milwaukee at all times of participation in the programs.

Strategic Plan Compatibility Statement

8. The proposals are compatible with the Board's mission and goals, in particular with the Board's focus on strengthening the connection between the school and the school community and on parental involvement in the education of children.

Statute, Board Policy or Rule Statement

9. The City Attorney, in an opinion dated August 17, 1994, has indicated that MPS can legally admit adults into MPS classes and stated:

"... we advise that MPS is legally authorized to provide education to residents of the City of Milwaukee who are over the age of 20. A Milwaukee resident over the age of 20 can be enrolled in MPS if, in the judgment of the Board, the resident will not interfere with the education of MPS' other pupils."

The city attorney's office is in agreement with the guidelines established to permit adult learners to participate in the programs at Lady Pitts and Washington High Schools. The City Attorney has also indicated that it will be necessary to suspend the age provisions of Board Rule 8.01.

10. Board Rule 8.01 provides:

> 8.01 School Ages. Children more than 4 and not more than 20 years of age whose parents or legal guardians are residents of the City of Milwaukee may attend the public school, subject to the provisions in 7.03.

11. Chief legal counsel for the Department of Public Instruction has also indicated in correspondence dated October 24, 1994, that MPS can legally admit adults into MPS classes. Chief legal counsel of DPI expressed the view that there is a rational basis for limiting admittance to the parents of MPS students:

"The rational basis is the positive role modeling that the district is seeking to encourage, intergenerationally and intra-family, in the attendance of school and attaining of a high school diploma."

12. State Statute Section 118.14(2) indicates that the school district is authorized to admit residents over the age of 20 so long as the resident does not interfere with the education of other pupils.

Fiscal Impact Statement

13. According to chief legal counsel of the Department of Public Instruction, Article X, Section 3, of the state Constitution and the operation of the state aid statutes with respect to "membership," and "enrollment," participants over the age of 20 would not generate state aid.

14. The local school budgets will absorb any additional costs, e.g. textbooks, supplies, materials, criminal background checks, etc. It is estimated that the total costs will be no more than $500 per school. The money will be appropriated from the line item budget of each school. Whether or not transportation is provided to the adult is optional with the school and would be a responsibility of the school. The schools believe that the benefits of having mature, motivated, responsible adult learners in the classrooms as positive role models will far outweigh the costs.

Implementation and Assessment Plan

15. The programs would begin with Semester II, 1994-1995, if there is interest on the part of parents to enroll in courses where seats are available. A report will be presented to the Board after the program has been implemented for two semesters. The report will indicate the success of the program in terms of the number of adults participating, credits earned, costs associated with the program, impact on other students, etc.

Superintendent’s recommendation

That the Board suspend the 20 year age provision of Board Rule 8.01 for Lady Pitts and Washington High School and give authorization for adults (over 20 years old) who are city residents and who will not interfere with the education of MPS students to enroll in classes, effective with the beginning of the second semester of the 1994-95 school year.

Director Small moved to suspend Board Rules 8.01 and approve the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

Noes—Directors Johnson, Lucey and O’Neil—3.

* * * * *

(Item 7) Approval of a Request to Waive the Grade Level Structure in the MPS Facilities Master Plan to Allow for the Operation of a High School with Grand Avenue Middle School

Administration's Analysis

1. The document, *Education for the 21st Century*, adopted by the Board of School Directors in March, 1994, describes how the district operates under a system of schools, including the development of a wide variety of educational programs to meet the diverse needs of our students. A process for reviewing proposals for innovative options for operating schools was developed for the 1994-95 school year. A broad-based committee was formed to review the proposals, a Request for Proposals (RFP) was developed, and a timeline was established.

2. A number of groups are in the process of developing proposals at this time, and the Innovative Schools Committee has reviewed abstracts of these proposals. The first full proposal to come through the committee review process, and to be recommended to the Superintendent for approval, is the proposal for a Grand Avenue Secondary School, entitled the *New American School for Global Citizenship and Leadership: High School Program.*

3. The proposal responds to parent requests that the innovative curriculum, instruction and support services of the Grand Avenue Middle School be extended to include a high school program. The proposed Grand Avenue Secondary School encompasses grades 6-12 and will operate during its first years from the Grand Avenue Middle School with approximately 45 of the graduates of the Grand Avenue Middle School added each year. In the immediate future, Grand Avenue School will house all students. At some point, the Grand Avenue High School would move into its own facility.

4. Parents asked that the middle school and high school programs be similar in the use of Global Education/Leadership and Sustainable Futures curriculum, multiple intelligence-based instruction, advanced instructional methods including instructional technology, and integrated support services combining to implement the School-to-Work initiative in order to achieve the MPS K-12 teaching and learning goals.

5. The assessment standards now under development for grades 5, 8, and 12 related to the MPS K-12 Teaching and Learning Goals will be helpful in planning curriculum for the school. The data reported for students completing grade 12 will be used to evaluate student performance as well as to revise curriculum and instruction as necessary.

6. The recommendations of parents, administrators, teachers, and students are the basis for the components of the high school program. Their recommendations for *Program*, *Staffing*, *Students*, *Instruction/Assessment*, and

Parents appears in the description section of the proposal. The implementation timeline addresses the steps for achieving the recommendations.

Strategic Plan Compatibility Statement

7. The proposal was developed according to the MPS strategic plan as described in the document, *Education for the 21st Century*, and according to the district's process for developing innovative options for operating schools.

Statute, Board Policy or Rule Statement

8. This action requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 4, 1992, where the approved organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

It is anticipated that there will be additional proposals coming forth for innovative options for operating schools, and these types of proposals will require an analysis of the Facilities Master Plan.

Fiscal Impact Statement

9. Funds in the amount of $70,000 are being requested from the R & D line in the 1994-1995 budget. The R & D funds were established for the purpose of supporting innovative options on a one-time basis to assist with development and start-up costs.

The high school program will be funded according to the average per pupil funding formula used for MPS high schools.

10. The proposal to extend the middle school to include grade nine in 1995-1996 does not require the reduction of current seats at Grand Avenue School. The proposal will add approximately 45 seats for 9th grade students.

11. Efforts will be made, in conjunction with the Division of Facilities and Maintenance, to locate space in the community for future expansion of the program. There will be costs associated with this.

Implementation and Assessment Plan

12. The high school program will begin with a ninth grade class in the 1995-1996 school year. Grand Avenue eighth grade students will have the option of applying for continuation to the high school program.

The makeup of the Grand Avenue Secondary School will reflect the makeup of the current student population, to be ensured by a lottery system. The high school program will mirror the existing middle school programs, for example exceptional education, bilingual and ESL.

13. The MPS accountability measures for middle and high school will be used in the Grand Avenue Secondary School. These include the Wisconsin State Assessment System for grades 8 and 10, writing samples and proficiency examinations at various grades, attendance data, etc. A report on the implementation of the Grand Avenue Secondary School will be brought to the Board after one full year of operation, in order to include data on student assessment.

Superintendent's recommendation

That the portion of the MPS Facilities Master Plan relating to grade structure be waived in order to implement the high school program at Grand Avenue School.

Director De Bruin moved to approve the Superintendent's recommendation.

Director Lucey moved to amend the motion to delete everything after the word "implement" and insert wording to read: "That the portion of the MPS Facilities Master Plan relating to the grade structure be waived in order to implement the first year of the high school program at Grand Avenue School with further implementation contingent on presentation of a full four-year implementation plan, including a projection of the total fiscal impact."

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

Ayes—Directors Johnson, Lucey and O'Neil—3.

Noes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

The question being on approval of the Superintendent's recommendation, it was approved, the voter being as follows:

Ayes—Directors De Bruin, Sinicki, Small, Todd and President Bills—5.

Noes—Directors Johnson, Lucey and O'Neil—3.

* * * * *

(Item 8) Approval of a Request to Waive the Grade Level Structure in the MPS Facilities Master Plan to Allow the Addition of a Sixth Grade at Greenfield Montessori School

Administration's Analysis

1. According to the MPS Facilities Master Plan, adopted by the Board November 4, 1992, the approved organization of schools in the district is K-5 in elementary, 6-8 in middle schools, and 9-12 in high schools.

2. Greenfield Montessori School is requesting that approval be granted to include sixth grade students in their school. The rationale is as follows:

- The sixth grade is an intricate part of the Montessori philosophy of multi-age, multi-grade groupings. There are four planes of development: 3 through 6 years of age (primary department, 6 through nine years of age (lower elementary), and nine through 12 years of age (upper elementary). The inclusion of grade 6 children with the existing grade 4 and 5 upper elementary groupings would allow Greenfield to implement the Montessori curriculum as it is intended, including peer role modeling and teaching.

- Space for the additional grade 6 students is available because of attrition in the existing grade 4-5 classrooms. The 6th grade students offset the effects of attrition.

- A preliminary discussion with parents indicated interest in this proposal. It is estimated that approximately 20 fifth grade students would stay for sixth grade. The parents understand that there would be no guaranteed placement for graduating sixth grade students into feeder middle schools.

3. The request to include grade 6 students in the existing grade 4-5 classrooms will not require additional staff, nor will any exceptional education classes be displaced.

4. If more parents choose the option than room allows, a random selection process would take place prior to the district's three-choice student assignment process.

Strategic Plan Compatibility Statement

5. The inclusion of grade 6 students is an integral part of the Montessori curriculum. As such, 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

6. 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 elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

Fiscal Impact Statement

7. Funding for this program is included in the existing school budget. No additional staff will be needed. Because of natural attrition and the current enrollment of grades 4 and 5, seats are available for grade 6 students. Any additional costs for materials, supplies, etc. will be absorbed by the school.

Implementation and Assessment Plan

8. This plan would be implemented in the 1995-1996 school year. Parents of sixth grade students will make their selection of this program in January and February 1995.

9. The assessment of this plan will by made by determining whether an adequate number of grade 6 students entered the program to allow for the Montessori goals to be accomplished. A report will be brought back to the Board in November 1995.

Superintendent's recommendation

That the portion of the MPS Facilities Master Plan relating to grade structure be waived to allow Greenfield to include grade 6 students in the existing grade 4-5 classrooms.

Director De Bruin moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director Sinicki—1.

* * * * *

(Item 9) Approval of a Recommendation to Discontinue the Multilingual/Multicultural Program

Administration's Analysis

1. The Multilingual/Multicultural Academy was opened for the 1991-1992 school year at a new site located at 2035 North 25th Street. The program was described in *Directions* (February, 1991) as having three major facets: exploration and acquisition of languages; integration and appreciation of multicultural arts; and participation in global citizenship. A variety of experiences in the acquisition of languages were planned, along with a broad exposure to multiculturalism, particularly through the arts. The program was designed to provide an integrating experience capitalizing on the rich cultural diversity of the students and staff.

As the program has evolved over its three and one-half year existence, it has developed two components. One component of the program is composed of bilingual classrooms with a significant number of newly-arrived Spanish speaking students. The other component is monolingual classrooms with Spanish presented as a second language. There appeared to be minimal integration of bilingual and monolingual classrooms, as well as very limited instruction of Spanish in the monolingual classrooms. Instead of following the original design, it appeared that the program segregated the children and the teachers into two components.

2. A committee was assigned by the Superintendent in October, 1994, to review the program at the Multilingual/Multicultural Academy. The M/MA review committee:

- met with staff to explain the review process.
- shared copies of letter to staff explaining the review process with the MTEA.
- examined student achievement data.
- interviewed the principal.
- gathered staff views through a focus group process and through written comments.
- reviewed various school plans and documents, including the school effectiveness plan, a mission planning document generated by the staff in spring 1994, current extracurricular activities, staff rosters showing length of time in the district, information such as *Directions* describing the facets of the program.
- reviewed the results of the parent survey conducted in Spring 1994.
- interviewed 107 parents attending Parent Teacher Conferences in October 1994.
- conducted extended classroom observations, which included following children to specialty classes and daily activities, such as art, music, lunch, physical education, and recess.

3. A major concern of the M/MA review committee members was the lack of agreement on a clear guiding vision shared by all members of the staff. Observations, interviews and focus groups revealed little evidence that the vision implied by the school's name and mission statement was shared and acted upon by the majority of the staff, even though the school has received more than the usual amount of

support available to schools, both financially and from supervisors, central office staff, university liaisons, and others outside the school.

4. The school has received support from the district to develop its mission and implement the multilingual/multicultural program.

For example, during the 1993-1994 school year,

- M/MA received a budget allocation of $636 more per pupil than the average elementary school received.
- M/MA spent $15,859 from their local school budget for staff development.
- M/MA used $2,550 from Chapter 1 funds for staff development.

M/MA received the services of a mentor principal each year since it opened in 1991. A staff development specialist worked with the staff last year on defining the mission and on team-building; a mentor teacher is working with new teachers this school year; and supervisors from the Division of C & I and the Division of Bilingual/Multicultural Education have provided support to the school from its inception beyond that which they are generally able to provide to other schools.

Given the school's name and mission statement, the children are not learning enough about one another's cultures, nor is multiculturalism being adequately addressed. The committee observed a lack of adequate integration between the bilingual and monolingual programs.

There are generally low scores on the district's accountability measures, although attendance has shown improvement.

5. Many of the problems confronting M/MA seem to flow from the lack of a clear guiding vision shared by all members of the staff. Within a system of schools, the vision must be driven from within the school in order for resources to be effectively utilized and for the vision to be actualized. After thoughtful and searching discussion, the M/MA review committee reached the conclusion that such a vision is not being acted upon nor can it be imposed by those outside the school.

The M/MA review committee recommended to the Superintendent that:

a. The M/MA program be discontinued at the end of the 1994-1995 school year.

b. A Request for Proposals (RFP) be announced for two new programs. One program would be at the M/MA site and the second, a bilingual program, would be at the Hayes site.

6. Students currently in the M/MA program who choose either of the two new programs will receive priority in obtaining seats at the two new programs.

Strategic Plan Compatibility Statement

7. This action supports 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. "A system of schools allows for the development of a wide variety of educational programs aimed at meeting the diverse needs of our student population. It means we must be willing to change what we are doing if it continues to fail students."

The administration is requesting proposals through the RFP process because the greatest chance for a successful program will come at the initiative of an organized staff and community with a clear, common vision.

Statute, Board Policy or Rule Statement

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

9. The Department of Human Resources will meet with M/MA staff to discuss their reassignment for the 1995-1996 school year.

Fiscal Impact Statement

10. There will be additional costs for staff development and specialized materials unique to the proposed programs, as well as for the preparation of the Hayes site for an elementary program. These costs will be brought to the Board with information about the proposed program for both the Hayes site and the M/MA site and will also be addressed in the budget for FY96.

11. As part of the RFP process, a budget of $7,500 will be allocated from the Research and Development funds for further development of the proposals (similar to the process for *Innovative Options for Operating Schools*).

Implementation and Assessment Plan

12. There will be a very concentrated timeline in order to assure that parents have adequate information to make choices for the 1995-96 school year during the *Three School Choice* period.

•December 21, 1994	Approval by Board of School Directors
•December 22, 1994	RFP available from Office of Deputy Superintendent
•January 16, 1995	Proposals for new programs due to Office of Deputy Superintendent
•January 18, 1994	Proposals reviewed by broadly based committee
•January 25	Superintendent recommends programs to Board

Superintendent's recommendation

That the M/MA program be discontinued at the end of the 1994-1995 school year.

Director De Bruin moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

* * * * *

(Item 10) Update on Planning for Hayes, Kilmer and Sixty-eighth street Schools

The administration is continuing to work with the principals of Hayes, Kilmer, and 68th Street schools in order to facilitate the changes in programs at these schools.

Relocation of current students:

Staff members from Hayes and from central office continue to define the program/service needs of the exceptional education students currently at Hayes, in order to relocate these students into appropriate programs.

Staff members from Kilmer and 68th Street Schools and from the Division of Alternative Programs are modifying/developing alternative programs and working with the Division of Facilities and Maintenance Services to identify appropriate sites.

At this time, the relocation costs for the programs at the three sites is estimated as follows: The FY95 cost is estimated at $312,000. The FY96 cost is estimated at $1,191,000.

More specific information will be brought to the Board at a later date.

Site Preparation for New Programs:

There will be costs to prepare the sites to receive new programs. The FY95 cost to prepare the three sites is approximately $2,640,000 - to include furniture, equipment, building modifications and supplies. The FY96 cost is approximately $220,000.

Hayes will be an elementary bilingual school serving approximately 400 students, with the program to be identified through the RFP process. The specifics of the proposed program will be brought to the Board at a later date.

Kilmer will be an elementary school serving approximately 400 students, and it is anticipated that the program will be developed through the *Innovative Options for Operating Schools* process.

* * * * *

(Item 11) Authorization to Make Purchases

Recommendations

1. The Superintendent recommends the following purchases. Bid analyses are attached.

B-5153 Pipe Insulation Materials (Facilities and Maintenance for various)
L & S Insulation Company, third low bidder, to provide various insulation materials (estimated usage for one-year contract) $25,000

B-5154 1 Each Tractor with End Loader (Facilities and Maintenance)
Milwaukee Ford Tractor, Inc., low bidder, net 30 days 30,972

B-5155 1 Each Dump Truck (Facilities and Maintenance)
Badger Truck Center, Inc., sole bidder, for a 1995 Ford F-800 truck chassis with a Heil SL 56 yard dump body at a total cost of 52,056

JL-759 1 Each Truck Chassis with 16 foot Cargo Box (Facilities and Maintenance)
Truck Chassis:
Milwaukee Mack Sales, low bidder meeting specifications 37,200
Truck Box:
Monroe Truck Equipment, low bidder, at $8,000 less $350 for a non-lacquered box, for a net total cost of 7,650

RFP to Evaluate the Underground City Conduit Network
Evans Associates 24,990
The evaluation will determine whether the conduit can be used for voice, data and video telecommunications between all schools and support facilities. The ETRC has reviewed this recommendation and concurs in it.

2. The Director of Board Governance recommends the following sole source purchase for audit services:

Internal Audit Services
CHP Internal Audit Services $9,500
CHP was retained to assist with various audit projects. When CHP was retained, it was anticipated that the office of Internal Audit would be fully staffed by mid-November 1994. Accordingly, the contract was not to exceed $24,120. Since full

staffing will not occur until mid-December, 1994, it is necessary to extend the contract for an additional $9,500, to facilitate the transfer of audit projects to newly assigned audit staff.

Director Small moved to approve the recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director of Board Governance presented ten 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 23, November 29, December 1, December 2, December 6, December 7, December 8, December 13, December 14 and December 15, 1994.

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

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from John A. Hammell, Jr., on behalf of the Administrators' and Supervisors' Council regarding the Early Retirement Supplement and Benefit Improvement Plan.

Referred to the Personnel and Negotiations Committee.

The Board recessed from 9:47 to 10:13 PM and from 10:43 to 10:46 PM.

The Board adjourned at 11:35 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 3, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:10 PM.

Present—Directors Johnson, Lucey, O'Neil, Sinicki, Todd and President Bills—6.

Absent and excused—Directors De Bruin and Small—2.

Vacancy on Board—1.

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

December 22, 1994

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 Tuesday, January 3, 1995, at 6:00 PM 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 Section 19.85 (1) (a), Wisconsin Statutes.

NANCY R. NOESKE
Director

Director Todd moved that the Board resolved itself into a Committee of the Whole 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 Johnson, Lucey, O'Neil, Sinicki, Todd and President Bills—6.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:12 PM.

The Board rose from the Committee of the Whole at 11:11 PM.

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

Your Committee finds that there existed cause to discipline Robert Schoknecht based on: 1) failure to provide a safe learning classroom for students; 2) failure and refusal to provide instruction; and 3) failure to exercise classroom control.

Your Committee recommends that the Superintendent's recommendation to terminate Robert Schoknecht as a classroom teacher from the Milwaukee Public Schools be sustained.

Director Lucey moved that the Board adopt the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki, Todd and President Bills—6.

Noes—None.

The Board adjourned at 11:12 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 1995

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

Present—Directors De Bruin, Lucey, O'Neil, Sinicki, Small, Todd (7:43 PM) and President Bills—7.

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

The Board observed a moment of silence in memory of Vernon Campbell and Lafonze Young, MPS students who died earlier this month.

SPECIAL ORDER OF BUSINESS

FORMAL DEDICATION OF THE AUDITORIUM IN MEMORY OF THE LATE DIRECTOR DONALD J. O'CONNELL.

The President formally dedicated the auditorium in memory of the late Director Donald J. O'Connell.

In remarks to the members of his family who were present, the President indicated that Don O'Connell was an exemplary board member who served the children and citizens of Milwaukee as a Board member for over 21 years. He was an advocate for many causes which benefited children and this community. No issue was too complex; no challenge was too great for him. His leadership and his caring for this school district have made a difference.

Donald O'Connell retired from the Board in April of 1993, only a few months before his unexpected death.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

January 25, 1995

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the January 25, 1995, meeting of the Milwaukee Board of School Directors, we will be holding the fourth annual School Board Appreciation observance. It is important to recognize that Board members devote numerous hours attending meetings, studying issues, participating in school and community events,

and performing many other services. The special presentations and performances will be presented as a way to express appreciation for your service and commitment to Milwaukee's children.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

January 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; the Milwaukee Board of School Directors; and Mr. Lafayette Golden, by Ms. Anjum S. Dieckmann, attorney, on behalf of Lena Bowman, a minor, and her mother, Evelyn Bowman, for injuries allegedly sustained by Lena Bowman while attending a fieldtrip with the students at Parkman Middle School on April 23, 1993.

Claim is made in the sum of $75,000.

2. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; Milwaukee Board of School Directors; and, Martha Wheeler-Fair, by Ms. Anjum Dieckmann, attorney, on behalf of Natasha Bryant, a minor, and her mother, Dorothy Starks, for injuries allegedly sustained by Natasha Bryant at the Frances Starms Early Childhood Center on March 31, 1994.

Claim is made in the sum of $4,600.

3. Notice of Injury and Claim filed against the Milwaukee Public School Board and City of Milwaukee - Common Council, by Mr. Thomas Jacobson, attorney, on behalf of Mr. Jeff Carl who allegedly sustained injuries due to an automobile accident involving a Milwaukee Public Schools vehicle on February 1, 1993.

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

4. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public Schools District; Milwaukee Board of School Directors; and, Yvonne Hopgood, by Ms. Anjum Dieckma, attorney, on behalf of Javier Vera who allegedly sustained personal injuries at the Carleton Elementary School on May 8, 1994.

Claim is made in the sum of $3,750.

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 abovementioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, these-disallowances will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

HOWARD FULLER, PH.D.

Superintendent of Schools

On the motion of Director Small, the claims wsere disallowed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Sinicki, Small, and President Bills—6.

Noes—None.

(Item 3)

January 25, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Local 1616-888J (part-time recreation workers). The contract was ratified by Local 1616's executive board on December 1, 1994.

It is the recommendation of the superintendent that the Board approve and adopt the two-year contract (April 1, 1994 - March 31, 1996) with the amendments as listed on the attached summary document.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Small moved to approve and adopt the contract.

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

Ayes—6; Noes—0.

(Item 4)

January 25, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

Two items are being submitted recommending program changes at the Hayes School site and the Multilingual/Multicultural Academy site. Item 1 is entitled recommendations for the new program at the Hayes School site and Item 2 is entitled recommendations for the new program at the multilingual/multicultural academy site

At its meeting on December 21, 1994, the Board approved the process for receiving proposals for the two sites. One proposal was received for a bilingual program at the Hayes School site. Five proposals were received for an educational program at the Multilingual/Multicultural Academy site. The proposals were reviewed by broadly-based committees consisting of parent, teacher, principal, and administrator representatives and the review committees made recommendations to the superintendent.

After reviewing the committees' recommendations, I am submitting to the Board the following two program proposals for approval:

Proposal to Serve Bilingual Elementary School Students for the Hayes School Site; and

Francis Starms Center for Discovery Learning proposal for the Multilingual/Multicultural Academy Site.

We have been operating under a very concentrated timeline for receiving proposals and making recommendations to the Board. Board approval in January is critical in order to assure that parents have adequate information to make choices for the 1995-1996 school year during the three choice school selection period which runs from February 6-20, 1995. It is also important to receive Board approval in January so that ample time will be available for planning and development of the educational programs and facilities preparation.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 1) RECOMMENDATION FOR THE NEW PROGRAM AT THE HAYES SCHOOL SITE

Administration's Analysis

1. At the December 21, 1994, meeting of the Board of School Directors, the Board approved a process to accept proposals for a bilingual program at the Hayes School site.

2. The administration requested proposals through the "Request for Proposals" (RFP) process, believing that the greatest chance for a successful program would come at the initiative of an organized staff and community with a clear, common vision. The proposal forms were available from the Office of the Deputy Superintendent on December 22, 1994.

3. As part of the RFP process, a budget of $7,500 per site will be provided from the funds for *Innovative Options for Operating Schools* for further development of the recommended proposal.

4. The timeline for receiving proposals and making a recommendation to the Board was very concentrated, in order to assure that parents have adequate information to make choices for the 1995-96 school year during the *Three School Choice* period. The timeline was as follows:

•December 21, 1994	Approval by Board of School Directors
•December 22, 1994	RFP available from Office of Deputy Superintendent
•January 16, 1995	Proposals for new programs due to Office of Deputy Superintendent
•January 18, 1995	Proposals reviewed by broadly based committee, including members of the Innovative Schools Committee
•January 25, 1995	Superintendent recommends program to Board

5. One proposal was received for a bilingual program at the Hayes site. A committee consisting of the following people reviewed the proposal:

Doreen Britton Lange, Chairperson	Administrative Specialist
Cris Anderson*	Milwaukee Teachers Education Association
Nancye Brazil	Human Resources
Ramon Cruz	Principal - Morgandale School
Pat Ellis	Educational Services
Avery Goodrich*	Retired Principal
Aquine Jackson	Student Services
Ada Rivera	Exceptional Education and Supportive Services Center
Arlene Sershon*	Assistant Administrative Specialist
Laurie Strickler*	Milwaukee City Council of PTA/PTSAs
Rita Tenorio	Teacher - Fratney School

* Also are members of the Innovative Schools Committee

6. Members of the review committee met on January 18, 1995, to review the proposal, to hear a presentation by two members of the proposing committee, to ask questions of the proposing committee representatives, to discuss the proposal, and to make recommendations for revision.

7. At the conclusion of the process, the review committee recommended that the Superintendent accept the *Proposal to Serve Bilingual Elementary School Students.*

8. The proposal was developed with extensive involvement of staff and parents from a number of MPS schools and central office, as well as a number of community members. The proposal is for a bilingual school which will be open to English and Spanish speaking children at the K4 and K5 levels. Students entering the school in grades 1 through 5 will need to be proficient in Spanish. Instruction will be in both languages with the expected outcome of students achieving fluency in English and Spanish. The program will meet the identified need of serving limited English proficient students and facilitate academic achievement.

9. The review committee recommended to the Superintendent implementation of the *Proposal to Serve Bilingual Elementary School Students* as a city-wide specialty school. Some sections of the proposal will need additional details and the proposing committee is currently addressing these sections. The proposing committee is also revising the "Staff Needs" section of the proposal so that the new school at Hayes will operate as other schools, using the average per pupil school budget allocation.

Strategic Plan Compatibility Statement

10. The process of involving staff, parents and community in developing proposals, and of having a broadly-based review committee for the proposals is consistent with the MPS strategic plan.

Statute, MPS Policy, or Board Rule Implication Statement

11. This action adheres to the policies of the Board of School Directors.

Fiscal Impact Statement

12. The new program at the Hayes site will operate at the average per pupil school budget allocation for MPS elementary schools. Some additional costs for preparing the Hayes site as an elementary school are included in both the FY95 budget and the FY96 budget request. Additional start up costs for the new Hayes program may be necessary for each of the first three years. Preparation and start-up support will be included in the school budget as non-base building funds.

Implementation and Assessment Plan Statement

13. Approval of the Board of School Directors in January will assure that parents have adequate information to make choices for the 1995-1996 school year during the *Three School Choice* period.

Recommendation

That the Board approve the recommended program for the Hayes site.

(Item 2) RECOMMENDATIONS FOR THE NEW PROGRAM AT THE MULTILINGUAL/MULTICULTURAL ACADEMY

Administration's Analysis

1. At the December 21, 1994, meeting of the Board of School Directors, the Board approved discontinuing the Multilingual/Multicultural program.

2. The administration requested proposals through the "Request for Proposals" (RFP) process, believing that the greatest chance for a successful program would come at the initiative of an organized staff and community with a clear, common vision. The proposal forms were available from the Office of the Deputy Superintendent on December 22, 1994.

3. As part of the RFP process, a budget of $7,500 per site will be provided from the funds for *Innovative Options for Operating Schools* for further development of the recommended proposal.

4. The timeline for receiving proposals and making a recommendation to the Board was very concentrated, in order to assure that parents have adequate information to make choices for the 1995-1996 school year during the *Three School Choice* period.

The timeline was as follows:

•December 21, 1994	Approval by Board of School Directors
•December 22, 1994	RFP available from Office of Deputy Superintendent
•January 16, 1995	Proposals for new program due to Office of Deputy Superintendent
•January 18, 1995	Proposals reviewed by broadly based committee, including members of the Innovative Schools Committee
•January 25, 1995	Superintendent recommends program to Board

5. Five proposals were reviewed by a broadly based committee consisting of:

Carter, Martha	Department of Educational Services
Cooper, Albert*	Administrators' and Supervisors' Council
Freeman, Leroy*	Former MPS Principal
Huffman, Steven	Administrative Specialist
Krajenka, Pam*	Milwaukee City Council of PTA/PTSA's
Langyel, Michael*	MTEA
Morgan, Martin	Department of Human Resources
Mosley, Josephine	Elementary Principal
Rahman, Aiesha	Parent
Rogers, Margaret*	Department of Parent/Student Services
Schmuhl, Carol*	Administrators' and Supervisors' Council
Tucker, Mattie	Elementary Teacher
Verley, Pam*	Exceptional Education Task Force

*Also are members of *Innovative Schools Committee*.

6. Members of the broadly based committee met on January 18, 1995, to review the proposals, to hear presentations by the proposal submitters, to ask questions of the proposal submitters, to discuss the proposals and to recommend a proposal.

The five proposals were:

BILINGUAL COMMUNITY SCHOOL
Contact Persons:
Kenneth Mosley, Colleen Mandella, Dr. Mary Hauser, Maria Sanchez

FRANCES STARMS CENTER FOR DISCOVERY LEARNING
Contact Persons: Sandra Bruk and Martha Wheeler-Fair

MIDTOWN COMMUNITY SCHOOL
Contact Persons: Margaret Hollmon and Jane Misslich

MPS MONTESSORI PROGRAM
Contact Persons: Phil Dosmann and Joan Peifer

URBAN WALDORF SCHOOL
Contact Person: Sandra Fair, Dorothy St. Charles

7. At the conclusion of the process, the broadly based committee recommended the FRANCIS STARMS CENTER FOR DISCOVERY LEARNING proposal.

8. The program would serve grades 1 through 5 with entry level priority being given to students from Frances Brock Starms Early Childhood Center. However, for the 1995-1996 school year, first priority would be given to K5 through grade 5 students from the present Multilingual/Multicultural Academy program. The school would be organized into multi-age family structures with full inclusion exceptional education programming. A contextualized, school-to-work curriculum with flexible use of space and time and instructional strategies based on social constructivism would be implemented. A Family Resource Center would provide a hub of family services and resources, offering a flexible menu of family and community participation options. An aggressive staff development program is also a key component of the program.

9. Although the recommended proposal is being provided to you in draft form, it is anticipated that any revisions will be minor and will not significantly change the proposal.

Strategic Plan Compatibility Statement

10. The process of involving staff, parents and community in developing proposals, and of having a broadly-based review committee for the proposals is consistent with the MPS strategic plan.

Statute, MPS Policy, or Board Rule Implication Statement

11. This action adheres to the policies of the Board of School Directors.

Fiscal Impact Statement

12. The new programs at the Multilingual/Multicultural Academy site will operate at the average per pupil school budget allocations for MPS elementary schools. Additional start up costs for the new program may be necessary for each of the first three years. Preparation and start-up support will be included in the school budget as non-base building funds.

Implementation and Assessment Plan Statement

13. Approval of the Board of School Directors in January will assure that parents have adequate information to make choices for the 1995-96 school year during the *Three School Choice* period.

Recommendation

That the Board approve the recommended program for the Multilingual/Multicultural Academy site.

Director O'Neil moved that the Board suspend Board Rule 1.05 and resolve itself into a Committee of the Whole for the purpose of giving hearing on the communication from the Superintendent recommending programs for the Multilingual/Multicultural Academy and Hayes facilities.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Sinicki, Small, and President Bills—6.

Noes—None.

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

The Board rose from the Committee of the Whole at 8:05 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given hearing on the communication from the Superintendent

recommending programs for the Multilingual/Multicultural Academy and Hayes facilities.

With respect to Item 1, Director De Bruin moved to approve the Superintendent's recommendation.

Director Sinicki moved to amend to approve the recommended program for the Hayes site and authorize the transfer of up to 1.7 million dollars from existing accounts to fund the program.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Lucey moved to amend the recommendation by inserting at the end of the recommendation, "provided that the Administration develop and present to the Board for approval in March a revised assessment plan that will hold the school accountable for helping students achieve English proficiency within three years after their enrollment in the school."

The amendment was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

The question being on approval of the Superintendent's recommendation as amended, it was approved, the vote being the same as that preceding:

Ayes—7; Noes—0.

With respect to Item 2, Director Small moved to approve the Superintendent's recommendation.

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

Ayes—7; Noes—0.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

January 25, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individual be appointed to the classification indicated, contingent upon satisfactory completion of the criminal background check and the medical examination, and effective upon assignment following approval by the Board:

(nr)	Kurt Nilson	Auditor III Internal Audit	Schedule III, Range 6A $51,000

(nr) Non-resident

Respectfully submitted,

NANCY R. NOESKE
Director

Director De Bruin moved to approve the appointment.

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

Board Clerk Noeske reported a recommendation for the appointment of an auditor,

Ayes—7; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Sinicki presented the following report for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Collective Bargaining Negotiations and Litigation Matters

Pursuant to the provisions of Wisconsin Statutes 19.85 (e) and (g), your Committee reports having retired to executive session to consider collective bargaining negotiations and litigation matters.

* * * * *

(Item 2) 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 presented a report to the Committee recommending the following appointments, promotions, returns from leave and changes in status, effective as of the dates indicated.

Your Committee recommends that the Board approve the following classified appointments, promotions, returns from leave and changes in status:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Maria Belanger-Seay Washington	Clerk Typist I $13,251.11/yr. (Replacement for retirement)	11-30-94
Karen Coates South Division	Clerk Typist I $15,982.46/yr. (Replacement for transfer)	11-21-94
John Dixon, Jr. Lincoln Middle	Boiler Attendant Trainee $21,078.46/yr. (Replacement for promotion)	11-07-94
Josph Famularo Fac. & Main.	Roofer $17.99/hr.($35,980.00/yr.) (Replacement for termination)	12-06-94
Charles Fletcher, Sr. Sholes	Boiler Attendant Trainee $21,078.46/yr. (Replacement for promotion)	11-07-94
Ruthann Galarza Lancaster	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	11-21-94
Nancy Gonia Finance	Programmer $35,000.00/yr. (New position)	12-12-94
Kathleen Hart Cass	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	11-07-94
Davina Jones Maryland	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	11-02-94
Jeanice King Green Bay	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	01-03-95
Kelley Knueppel Ins. & Risk Mgmt. Serv.	Clerk Typist I $15,982.46/yr. (Replacement for resignation)	11-07-94
Jeanette Ollie Craig	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	11-15-94
Janice Powalisz Ex. Ed. & Supportive Serv.	Clerk Typist I $15,982.46/yr. (Replacement for retirement)	11-21-94

APPOINTMENTS, cont'd.

Suzanne Primus 78th	Handicapped Children's Asst. $11,274.31/yr. (Replacement for resignation)	12-19-94
Norma Wiesner Clarke	Clerk Typist I $13,251.11/yr. (New position)	12-12-94
Charlene Wilson Comm. Rec. & Ed. Serv.	School Secretary I $22,925.50/yr. (Replacement for promotion)	11-07-94
Dorothy Young Clarke	School Secretary I $17,319.56/yr. (Replacement for transfer)	11-28-94

PROMOTIONS

Jeffrey Brauch Lloyd	School Engineer II $33,506.72/yr.	12-05-94
Barbara Cernowski German Immersion	Food Service Manager II $14,224.41/yr.	10-31-94
Eric Coleman Clement	Food Service Manager I $12,931.34/yr.	12-06-94
Deanna Crowell Garden Homes	School Secretary I $15,157.33/yr.	11-11-94
Paulette Douglas Lincoln Middle	School Secretary I $15,157.33/yr.	12-08-94
Karen Emmons Dover	School Secretary I $15,157.33/yr.	01-13-95
Marlene Erickson Malcolm X	School Secretary II $20,636.98/yr.	12-05-94
Annette Fayne 65th	School Secretary I $15,157.33/yr.	11-11-94
Dawn Goebel Story	School Secretary I $15,157.33/yr.	11-24-94
Kim Heffelfinger Fac. & Main.	School Engineer IV $40,316.64/yr.	11-07-94
Kimberly Johnson Auer	Food Service Manager II $13,568.64/yr.	10-31-94
Neal Klinkert Warehouse & Dist. Serv.	Material Handler III $33,202.52/yr.	11-01-94

PROMOTIONS, cont'd.

Jessica Leppanen Amelia Baker	School Secretary I $15,157.33/yr.	12-08-94
Rachel Lockhart EESSC	School Secretary I $18,270.72/yr.	11-07-94
Marta Martinez Silver Spring	School Secretary I $15,157.33/yr.	12-21-94
Denise Metzger Muir	School Secretary I $15,157.33/yr.	11-24-94
Perry Nelson Keefe	School Engineer II $29,917.16/yr.	12-05-94
Janice Rogowski Ex. Ed. & Supportive Serv.	School Secretary I $18,270.72/yr.	11-07-94
Brian Rolbiecki Roosevelt	School Engineer III $36,440.82/yr.	11-07-94
Angel Rosado Garfield	Food Service Manager II $13,568.64/yr.	11-11-94
Peter Rozek Fac. & Main.	Plant Op Serviceman Crew Leader $33,004.66/yr.	11-14-94
Roger Schmit Webster	School Engineer III $36,440.82/yr.	11-07-94
Kimberly Stricklen Sarah Scott	School Secretary I $15,157.33/yr.	11-11-94
Cassandra Sutton 38th	Food Service Manager I $12,931.34/yr.	11-23-94
Alex Terry Webster	Boiler Attendant Trainee $21,078.46/yr.	11-07-94
Susan Wolf Meir	Food Service Manager I $12,931.34/yr.	12-06-94

RETURNS FROM LEAVE

Barbara Cechal-Hall Sarah Scott	School Secretary I $26,181.48/yr.	11-07-94
Lena Franklin Wright	Handicapped Children's Asst. $12,038.52/yr.	11-21-94

CHANGES IN STATUS

Robert Basina Fac. & Main.	Utility Worker $30,876.30/yr.	11-14-94
Christine Beckley Milw. Spanish Immersion	Handicapped Children's Asst. $11,274.31/yr.	11-21-94
Luis Cortes Fac. & Main.	Utility Worker $31,762.98/yr.	11-14-94
Cheryl Grafwallner Bay View	School Secretary I $23,189.66/yr.	01-03-95
Susanne McKenzie Engleburg	Clerk Typist I $13,251.11/yr.	12-05-94
Gwendolyn Owens Sholes	Handicapped Children's Asst. $11,274.31/yr.	11-21-94
Bertha Redd Robinson	Clerk Typist I $13,251.11/yr.	01-03-95
Gloria Remm Audubon	Clerk Typist I $13,251.11/yr.	11-21-94
Katy Scott North Division	School Secretary I $22,729.46/yr.	11-28-94
Kenneth Tabaka Fac. & Main.	Plant Operation Serviceman $31,944.90/yr.	11-14-94
Jerome Tamboli Fac. & Main.	Utility Worker $32,622.72/yr.	11-14-94
Diane Tuebo Fairview	Handicapped Children's Asst. $11,274.31/yr.	11-14-94
Martha Washington Warehouse & Dist. Services	Material Handler II $28,956.98/yr.	11-14-94

* * * * *

(Item 3) Approval of Certificated Appointments

Your Committee recommends approval of the following appointments effective as indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between November 11, 1994, and November 23, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Judy L. Carlton	B	$32,958	7	11-21-94

Grade 5

Effective between November 24, 1994, and December 7, 1994, inclusive:

(nr)	Dawn N. Bobo Grade 1	C	37,242	7	11-28-94
(nr)	Carey M. Bradley Upper Elementary	B	25,634	1	12-05-94
(r)	Lisa A. Newton Grade 6	B	24,413	0	12-01-94

Effective between January 13, 1995, and January 26, 1995, inclusive:

(r)	Amy L. Evans	B Math/Computers	24,413	0	01-23-95

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

* * * * *

(Item 4) Approval of Administrative Appointments and Promotions

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

(r)	Cheryl Hamberlin	Assistant Principal North Division High School	Schedule III, Range 12C $56,204

(r)resident

* * * * *

(Item 5) Acceptance of the Report on Resignations

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

Your Committee recommends that the report be accepted.

Name	Position	Effective Date
Bradford W. Arneson	Teacher	11-14-94
Gregory S. Braun	Teacher	11-15-94
Thelma L. Bridgeford	Teacher	11-11-94
Ella M. Cannon	Teacher	06-13-94
Mara L. Cerasoli	Teacher	06-13-94

Name	Position	Date
Kerrie L. Chang	Teacher	11-13-94
George M. Cross	Teacher	11-23-94
Melvin E. Dressler	Teacher	01-20-95
Linda P. Ebert	Teacher	06-13-94
Denise L. Fahl	Teacher	06-13-94
Karen E. Fischer	Teacher	11-07-94
Catherine M. Fontanazza	Teacher	11-09-94
Christopher J. Funk	Teacher	09-01-94
Jean F. Gorectke	Teacher	06-10-94
Eleanor S. Greenfield	Teacher	12-21-94
Gloria J. Helgren	Teacher	12-21-94
Linda M. Jaworowicz	Teacher	06-13-94
Joseph A. Jeffrey	Teacher	11-21-94
Patricia A. Kolberg	Teacher	10-24-94
Antoine Linterieur	Teacher	11-18-94
Mabel J. Martin	Administrator	11-18-94
Cynthia A. Miller	Teacher	10-28-94
Rebecca J. Minehart	Teacher	09-01-94
Joseph J. Mirenda	Coordinator	01-30-95
Ann M. Molzahn	Teacher	06-10-94
Nancy J. Nichols	Teacher	11-04-94
George W. O'Brien	Teacher	11-30-94
Paul B. O'Brien	Teacher	11-14-94
Luis E. Perez	Teacher	12-21-94
Maria M. Schwan	Phy. Therapist	11-14-94 Effective
Gary N. Schwengel	Teacher	12-21-94
Bonnie J. Sederholm	Teacher	11-04-94
Deborah S. Stoffel	Teacher	11-04-94
Kevin J. Szpara	Teacher	11-08-94
Doris Taylor	Teacher	06-14-95
Angela Thomson Brenchley	Teacher	11-04-94
Agnes M. Ventura	Teacher	01-20-95
Lynne R. Warsaw	Teacher	10-10-94
Susan A. Zanski	Rec. Specialist	11-08-94

* * * * *

(Item 6) 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 advised your Committee of the absence without leave of the following teachers:

The following teachers have been absent without leave from the Milwaukee Public Schools since August 29, 1994. No requests for any leaves of absence are on file. On November 1, 1994, 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. To date there has been no response:

Maria Bamiagis

Michael Harris

A number of teachers were on leave during the 1993-94 school year and failed to respond to a May, 1994, letter from the Division of Staffing Services. The letter clearly stated that if the teacher did not notify Staffing Services of their teaching status with the Milwaukee Public Schools prior to the start of the 1994-95 school year, the teacher would be removed from the list of appointed teachers. In addition, on November 1, 1994, a 15-day conference letter was sent to these teachers stating that an appropriate response was required within 15 days or the employee would be dropped as a teacher with the Milwaukee Public Schools. These teachers are:

Lisa Dadian
Diane Grassmann

Catherine Fusi has been on leave for more than three years within the last seven years. As a result, and in accordance with the contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association, she will be dropped as an appointed teacher with the Milwaukee Public Schools.

Your Committee recommends that the names of Maria Bamiagis, Michael Harris, Lisda Dadian, Diane Grassmann and Catherine Fusi be deleted from the list of appointed teachers.

* * * * *

(Item 7) Communication from Representative Morris-Tatum regarding the Prohibition of T-shirts Promoting Alcohol and Tobacco Products

Communication

Representative Johnnie Morris-Tatum has requested the opportunity to appear before the Personnel and Negotiations Committee regarding the adoption of a policy that would ban the wearing of T-shirts that promote alcohol and tobacco or have offensive language.

A copy of Representative. Morris-Tatum's communication and the current student dress code policy have been attached to the minutes of your Committee's meeting of January 17, 1995. This item was held over from the Committee's regular November meeting in order to give Representative Morris-Tatum an opportunity to appear before the Committee.

Your Commitee reports having given hearing to Representative Morris-Tatum.

* * * * *

(Item 8) Authorization to Continue Participation in the United Performing Arts Fund Campaign for a Three-year Period

Administration's Analysis

1. For each of the past five years, the board has authorized MPS participation in the United Performing Arts Fund Drive (UPAF). Participation in the campaign has been voluntary on the part of each school. If no staff volunteer was found to conduct the fund raising effort, the school was not obliged to participate. The option of payroll deduction was made available to interested employees in 1992. Paycheck deduction frequencies have been negotiated with the various bargaining units for the UPAF campaign.

2. The campaign is conducted through written materials. Presentations to staff members can be made at the request of the staff, but are not required. The campaign has been coordinated through the auspices of the Art and Music Education Offices and has been accomplished with the assistance of

Exceptional Education work-study students. Participation has grown and the response from all employee groups has been very positive.

3. UPAF has requested Board authorization to continue participation in the campaign for three years. The Administration has requested that UPAF work with MPS staff members to develop a MPS ARTS option for employees wishing to direct donations to arts opportunities within the school system. (e.g. Music Festival, District Wide Art Exhibition, Recreation Division Arts Activities, Artist in Residence Support and other special projects.)

Strategic Plan Compatibility Statement

4. This activity continues collaboration with community agencies and it has potential for directing alternative funding into MPS arts projects.

Fiscal Impact Statement

5. The UPAF/MPS Campaign generated $21,000.00 from 634 donors in 1994. There is reason to believe that a MPS ARTS option would increase the total amount donated. A similar campaign within the City Employees unit (Mayor Norquist's VISIONS) generated over 30% of the donations into VISIONS specified activities.

6. Under this agreement, MPS would be responsible for designing and printing donation forms and distributing them to employees. Printing expenses incurred would be defrayed by the MPS ARTS Fund.

Implementation and Assessment Plan

7. Upon approval by the Board, the MPS/UPAF Committee will meet with UPAF staff members to finalize details of the 1995 Campaign.

8. The 1995 Campaign will be assessed by the MPS/UPAF Committee and that information will be considered as subsequent year campaigns are designed.

Your Committee recommends that the Board approve continued participation in the UPAF Work Place Giving for three more years in accordance with conditions stated in paragraphs 3, 6, 7 and 8, above.

* * * * *

(Item 9) Approval of Additional Positions Requested by Various Schools

Administration's Analysis

The following schools have requested additional positions within their local school budgets for the remainder of the 1994-95 school year. While Board policy allows principals to transfer funds within their school budgets up to $100,000, additional teacher and secretarial positions must still be authorized by the Board.

	School	Position	No of Pos.
1.	Bay View	Teacher	0.80
2.	Custer	Teacher	1.00
3.	Edison	Teacher	1.00
4.	Greenfield	Secretary—10 Month	1.00
5.	Morse	Teacher	1.00
6.	Zablocki	Secretary—10 Month	1.00

1. Bay View High School is requesting the authorization of .8 additional teacher position to cover additional classes needed the second semester.

2. Custer High School is requesting the authorization of one additional teacher position to replace a teacher who was assigned to outpost.

3. Edison Middle School is requesting the authorization of one additional teacher position needed to maintain the current program.

4. Greenfield Elementary School is requesting one additional school secretary to provided additional office assistance.

5. Morse Middle School is requesting the authorization of one additional teacher position for the school to work lab in the school.

6. Zablocki Elementary School is requesting one additional school secretary to provided additional office assistance.

Your Committee recommends that the following additional positions be authorized for the second semester of the 1994-95 school year: 3.00 teachers, one each for Custer, Edison and Morse, .80 teacher for Bay View, and 2.00 ten-month secretarial positions, one each for Greenfield and Zablocki Schools.

* * * * *

(ITEM 10) Affirmative Action Report

Your Committee reports having received an informational report from the Superintendent on the above matter. The report has been made a part of the minutes of your Committee's meeting of January 17, 1995.

* * * * *

Separate consideration having been requested of Items 3 and 4, the balance of the report was approved, the vote being as follows:

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

Noes—None.

Item 3, relating to teacher appointments, having been set aside for separate consideration, Director Sinicki moved to suspend Board Rule 3.12 and approve the appointments.

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

Ayes—7; Noes—0.

Item 4, relating to administrative appointments and promotions, having been set aside for separate consideration, Director Lucey moved to approve the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Small, Todd and President Bills—5.

Noes—Director O'Neil—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Small presented the following report for the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(Item 1) Resolution by Directors Johnson, Sinicki, Todd and President Bills Commending the Riverside University High School Students involved in the Glover Avenue Project

Resolution

At its meeting on November 30, 1994, the Board referred the following resolution, which was introduced by Directors Johnson, Sinicki, Todd and President Bills, to the Instruction and Community Relations Committee.

WHEREAS, In 1857 the City of Milwaukee named a street after local abolitionist newspaper editor, Sherman Booth, for his role in the release of a fugitive slave in Milwaukee in 1854 in open defiance of the Fugitive Slave Act of 1850; and

WHEREAS, For one hundred and thirty-nine years no such honor was bestowed on Joshua Glover, the fugitive slave whose heroic flight from bondage precipitated the 1854 incident; and

WHEREAS, A group of concerned Riverside University High School students took up the cause of Joshua Glover in 1994, petitioning the City of Milwaukee to rename a street intersecting Booth Street in honor of Joshua Glover; and

WHEREAS, The Common Council of the City of Milwaukee voted unanimously on June 7, 1994, to rename a portion of West Reservoir Avenue (from Holton Street eastward to its eastern terminus) East Glover Avenue; and

WHEREAS, The aforementioned street name change was officially made on June 21, 1994, and the intersection of East Glover Avenue and Booth Street now stands as a poignant memorial to two men who dared greatly in the cause of human freedom and dignity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors officially commends the Riverside University High School students involved in the Glover Avenue project for their initiative, for their historical sensitivity and for their civic mindedness.

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 2) Approval In Concept of an Innovative School Proposal: Wisconsin Conservatory of Life-long Learning

Administration's Analysis

1. The proposal for the *Wisconsin Conservatory of Life-long Learning* was reviewed by the Innovative Schools Committee and forwarded to the Superintendent with a recommendation for implementation.

2. The *Wisconsin Conservatory of Life-long Learning* proposal describes a K-12 school with a curriculum that connects knowledge, communication, technology, and the world of work. The curriculum will be project-based and problem centered, where students learn by tackling real-world problems.

3. A community health educational resource center would be incorporated into the school program, where on-site medical staff would provide immunizations and care for minor medical needs. The health

educational resource center would be a centralized point of access for children and their families, providing information on career opportunities for students and their family members interested in pursuing health related careers.

4. The school would be organized so that groups of students remain with the same team of teachers for several years, allowing stronger relationships to be realized. The levels of schooling will be redefined as K-3, 4-8, and 9-12.

5. The following elements would characterize the school:

- A K-12 grade level structure, (with groupings of K-3, 4-8, and 9-12) allowing the staff to work closely with families for a longer period of time.
- An integrated and demanding academic curriculum.
- Career related skills and academic knowledge applied to the work place.
- A comprehensive program in music, art, dance, drama integrated into the curriculum.
- A physical education program emphasizing lifetime fitness skills.
- A home visitation program.
- Collegially-based hiring and evaluation of staff.

6. The proposal for the *Wisconsin Conservatory of Life-long Learning* was developed with input from the staff and parents of the present Trowbridge School.

7. The proposal does not include recommendations regarding a specific site; however, the planning committee has identified the Kilmer School site as a possibility.

Strategic Plan Compatibility Statement

8. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

9. Implementation of this proposal requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992, where the recommended organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

10. The proposal includes a request for a one year window for families of Trowbridge Elementary School to enroll in the *Wisconsin Conservatory of Life-long Learning*. Following the first year, the proposal indicates that the *Wisconsin Conservatory of Life-long Learning* would be a city-wide school. All remaining seats would be filled by the MPS Three Choice Selection process.

Fiscal Impact Statement

11. The administration is working with key persons involved in developing this proposal and will bring more information to the Board in February to include site modification costs and operating budgets.

Implementation and Assessment Plan

12. The proposal is for a program to be implemented for grades K-6 in Fall, 1995, with an additional grade added each year until all grades (K-12) are included.

13. The MPS accountability measures will be used in the *Wisconsin Conservatory of Life-long Learning*. These include the Wisconsin State Assessment System, writing samples and proficiency examinations at various grades, attendance data, etc. A report on the implementation of the *Wisconsin Conservatory of Life-long Learning* will be brought to the Board after one full year of operation, in order to include data on student assessment.

Your Committee recommends that the Board approve the implementation of the Wisconsin Conservatory of Life-long Learning program in concept, potentially to be located at the Kilmer site, with

final approval in February based on additional information provided to the Board regarding student enrollment options, site modifications and start up costs.

* * * * *

(Item 3) Informational Reports

Your Committee reports having received informational reports from the Superintendent on the following matters. The reports have been made a part of the minutes of your Committee's meeting of January 11, 1995.

a. Report on Modifications to the MPS Accountability Process.
b. Interim Report of the Inclusion Task Force.
c. Report on Request for Proposals for the Multilingual/Multicultural Academy and Hayes Facilities.

* * * * *

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

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

Noes—None.

Item 2, relating to the Wisconsin Conservatory of Life-long Learning Program, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Sinicki moved to amend the report as follows:

The Board approve the implementation of the Wisconsin Conservatory of Life-long Learning Program," and then delete "in concept, potentially to be located at the Kilmer site, with final approval in February," up through "start-up costs" and then add "to be located at the Marshall Building on 342 North Water Street, with authorization to transfer funds into appropriate accounts per the attached fiscal note, as well as for the lease of the building, not to exceed a range of $12 to $15 per square foot.

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

Ayes—Directors De Bruin, Sinicki and Small—3.

Noes—Directors Lucey, O'Neil, Todd and President Bills—4.

Director De Bruin moved to delete the phrase "potentially to be located at the Kilmer site."

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Sinicki moved to specify that the amended recommendation be brought back to the Board on or before the February meeting.

The amendment was adopted by consensus.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Sinicki, Small and President Bills—4.

Noes—Directors Lucey, O'Neil and Todd—3.

COMMITTEE ON FINANCE AND FACILITIES

Director O'Neil presented the folllowing report for the Committee on Finance and Facilities:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Finance and Facilities** presents the following report:

(Item 1) Award of Contracts

Your Committee 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:

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS
Phillis Wheatley School
Pieper Electric, Inc., low bidder, base bid of $79,500

PLAYGROUND PARKING LOTS
Division 3—Alexander Mitchell School
Payne & Dolan, Inc., low bidder, base bid of $40,925 plus $9,725 for Mandatory Alternate Bid 1 to remove existing asphalt paving and stone base, and provide new topsoil, ground cover and trees, for a total contract of..... $50,650

* * * * *

(Item 2) 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 December 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval. The detailed report has been made available to Committee members under separate cover.

Your Committee recommends that the report be approved.

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	$137,378,953	$484,821,851	22.1%
Categorically Aided	64,712,786	9,808,816	74,521,602	19,853,666	54,667,936	26.6%
School Nutrition	24,607,868	0	24,607,868	9,398,439	15,209,429	38.2%
Construction	7,900,000	0	7,900,000	5,000,622	2,899,378	63.3%
Extension	6,445,937	0	6,445,937	455,044	5,990,893	7.1%

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	$269,959,316	$365,582,674	42.5%
Categorically Aided	64,712,786	10,413,231	75,126,017	29,687,809	45,438,208	39.5%
School Nutrition	24,607,868	166,702	24,774,570	10,938,752	13,835,818	44.2%
Construction	7,900,000	8,805,099	16,705,099	16,803,667	-98,568	100.6%
Extension	6,445,937	38,145	6,484,082	2,959,144	3,524,938	45.6%

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

(2) Encumbrances and expenditures included through December 31, 1994 and payrolls through December 30, 1994.

* * * * *

(Item 3) Acceptance of the Monthly Expenditure Control Report

The following report was submitted for the Committee's information pursuant to the Milwaukee Board of School Director's action of November 8, 1978. This report is presented on a budgetary basis of accounting and reflects revenues and expenditures for the period July 1, 1994, through December 31, 1994.

Your Committee recommends that the report be accepted.

SCHOOL OPERATIONS FUND

Expenditures through December totaled $310,898,068 million, or 47.1%, of the amended budget. These figures are slightly higher than the normal range for the July through December period based on ten-year spending history due to retroactive salary payments made in December.

District Contingent Fund - Total funding in the account presently is $2,032,583. Approved fund transfers and a recapitulation of the account status is as follows:

Balance - July 1, 1994		$2,068,083
Approved Transfers:	$(35,500)	
June - Llewellyn Library Plant Operation Costs	(20,500)	
July- Labor Market Study	(15,000)	
Balance - December 1994		$2,032,583

CONSTRUCTION FUND

Year-to-date expenditures in the Construction Fund totaled $16,803,667 million, or 100.6%, of the amended budget, excluding $9.5 million of FY94 projects.

EXTENSION FUND

Expenditures in this fund through December totaled $6,484,082 million, or 45.6%, of the amended budget. This rate of expenditure is consistent with historical spending patterns for this budget. All major accounts operated within budgetary limits through December.

* * * * *

(Item 4) Authorization to Make Purchases
This item initiated by the Superintendent

The Superintendent recommended the following purchases. The Technology Advisory Committee has reviewed and approved those purchases that are sole source.

Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5156 75 each Metal Detection Systems (Various Sites)
Outdoor Fitters of Wi, Inc., low bidder $108,300

Sole Source Purchases:

SS-118 IBM Lab Upgrade (Riverside High School)
Milwaukee PC (MPS standard) for 24 each IBM compatible model 486DX workstations, networking, installation and training 39,737

SS-119 Tech/Media Communications Lab (Audubon)
Apple (Microage Computer) for 10 each Power Macintosh units, networking, installation and training 29,165

SS-120 (Graphic Arts Lab (Morse)
Apple (Microage Computer) for 22 each Macintosh LC575 student workstations, a file server, 3 printers, networking, installation and training 45,279

SS-121 IBM Computers for Classrooms and Support Staff (Kagel)
IBM (Entre Computer) for 13 each IBM model 55 educational units for classrooms and 5 each IBM model PC300 units for school support staff, networking, installation and training 40,700

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(Item 5) Authorization to Accept Donations

The following donations have been offered to the respective schools and are presented to you for your formal acceptance and recognition so that the administration might thank the donor on your behalf. The Milwaukee Public Schools Accounting Manual requires that all such donations be processed through the gift certificate route.

Some of the gifts come from individuals and companies outside the Milwaukee Public Schools. The other items are being purchased from local school funds which are the responsibility of the building principal. The items purchased from local school funds listed below do not represent all the purchases authorized by the principal this month. The MPS Accounting Manual requires the filing of gift certificates for all items purchased from local school funds which are equipment or which require installation, maintenance, repair, or safety considerations. Gifts to be purchased from local school funds have been reviewed by an advisory committee made up of at least two teacher activity sponsors and two students (optional at the elementary level) which was organized for the purpose of recommending how the money in the General School Fund and Activity Accounts could best be utilized. Purchases of items classified as supplies do not require gift certificates. All gifts will become the property of the Board. However, if an item is stolen, vandalized, or declared beyond repair, it will not be replaced with Board funds.

The MPS Accounting Manual contains the directions and constraints under which the principal is obliged to operate in administering the local school funds under his or her control. The local school accounts are reconciled on a monthly basis and submitted for review by the Accounting Division annually.

Your Committee recommends that authorization be granted to accept the following donations, with appropriate acknowledgment to be made on behalf of the Board of School Directors:

SCHOOL OPERATIONS FUND

School	**Donor**	**Value**	**Gift or Purpose**
Alcott	PTO	$690	Classroom Materials
Allen-Field	Helen Bader Foundation	5,000	Leadership Training - 22 Members - SBM Council
Allen-Field	PPG Industries Foundation	100	Turkeys for Thanksgiving Baskets for Needy Families
Audubon Middle	General Fund	720	Special Olympics Student Uniforms
Browning	Parent Club	3,000	Carpeting and Library Remodeling
Browning	Tricom, Inc.	1,000	College Scholarship Fund
Browning	Howard Fuller	50	College Scholarship Fund
Finance Department	Andersen Consulting	3,750	Five (5) Portable Computers for School Staff Development on Technology
Grantosa	Funds Raised by School	7,025	$1,000 Science $2,400 Star Program $ 825 K5 & Ex. Ed. $1,000 Programs $1,200 Computers $ 600 Ellison Letter Machine
Hamilton	The Youth Leadership Academy, Inc.	50	8 MS-DOS 6 Upgrade (IBM Program)
Hampton	Funds Raised by School	1,008	Classroom Use
Humboldt Park	Dr. Evonne Winston	200	Library Books - Memorial to Her Mother
Humboldt Park	Freezer	320	PTA/School Use

Irving	Advantage Learning Systems, Inc.	2,584	Computer Disks - Accelerated Reader Program

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Lady Pitts	Lucinda Gordon	100	English Classes - Student Incentives
LaFollette	Susan Markert	1,700	Apple II GS Computer, Peripherals and Software
MacDowell	Ameritech Foundation	1,200	RIF Books
MacDowell	PTA	950	RIF Books
MacDowell	PTA	2,100	$75 per Teacher for Classroom Supplies; Field Trip Supplements
Marshall High	Milwaukee Journal/Sentinel	500	Debate Tournament Expenses, Awards, etc.
Milwaukee Trade and Technical High	Kurt Knetsch	2,000	As Needed
Pulaski High	Delco Electronics	13,325	1991 Buick Park Avenue for Automotive Training
Sholes	General Fund	125	Camera and Film
Thirty-first St.	Charlotte McEssy	500	Dinner for Honor Roll Students
Thirty-first St.	PSO	1,000	Mittens/Scarves/Hats/Coats/Boots for Students
Tippecanoe	Family of Leroy Zimmerman	200	Toward Computer Reference Station
Trowbridge	Marion Carroll	200	Indigent Student Needs
Urban Waldorf	Heiser Ford	584	Washer and Dryer
Vieau	Aviles & Associates	200	Donation
Vincent High	Pepsi-Cola Bottlers	1,500	Special Event Trailer
Whittier	P.T.O.	1,425	$800 Classroom Materials/Field Trips 500 Accelerated Reading 125 Two programs

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(Item 6) Contingent Fund Transfer for the Purchase of Movable Rollaway Tables to Replace Obsolete and Unrepairable Tables

Administration's Analysis

1. The Insurance and Risk Management Services Division has identified an adverse trend of workers compensation claims resulting from the handling of movable rollaway tables in school multipurpose rooms.

2. Many of the movable, rollaway tables used throughout the district are over 20 years old and are beyond repair. In some cases the tables are missing parts that are no longer available. Depending upon age and condition these tables can be hazardous to handle and use.

3. These tables are used in multipurpose rooms, primarily in elementary schools, and are assembled and then disassembled by the school building engineer on a daily basis - twice each day if there is a breakfast program.

4. A sample study was conducted for a 17 month period ending May 1, 1994, and it was determined that MPS employees experienced 25 workers compensation injuries from the handling of multipurpose cafeteria tables. The cost of these claims amounted to $44,017 plus indirect costs for substitute employees of another $9,000 - 15,000 resulting in total costs of approximately $59,000. Of the 25 claims incurred as a result of the use of hazardous tables, the severity (total cost per claim) was moderate. However it should be noted that the potential claim severity in the event of a serious back injury could easily exceed $75,000 per claim.

5. A survey was completed in October 1994, by school principals and engineers and 722 tables were identified in 71 elementary, middle, and high schools that are beyond repair and need to be replaced. The current price to replace one table is $550. To replace the 722 tables, the cost is approximately $397,100.

Strategic Plan Compatibility Statement

6. The objective to reduce workers compensation claims by the replacement of the hazardous cafeteria tables is in line with the Board's strategic objective of fiscal responsibility. This will assist in the promotion of a safe and orderly work place for employees and will be a direct investment of funds in schools which otherwise do not have funds available to replace these tables.

Statute, Board Policy or Rule Statement

7. Board policy requires that the purchase of equipment in excess of $25,000 be competitively bid and approved by the Board.

Fiscal Impact Statement

8. The Division of School Nutrition Services traditionally has been responsible for the purchase of replacement cafeteria tables. However, it does not have sufficient funds to absorb this cost.

9. The Department of Finance has confirmed that the current balance of the Board's Contingent Fund can accommodate the one time expense of $397,100 to purchase replacement tables. This transfer will leave $1,635,483 remaining in the Contingent Fund.

Implementation and Assessment Plan

10. Replacement of the tables can commence as soon as the bid is awarded with completion before the end of the 1994-1995 school year.

11. A program to address the on-going need to replace cafeteria tables in the future at schools in greatest need will be developed and funded by the Division of School Nutrition Services.

Your Committee recommends that the Board approve the one-time transfer of up to $397,100 from the Contingent Fund for the replacement of 722 multipurpose cafeteria tables.

* * * * *

(Item 7) Final Review and Approval of Revisions to the Board’s Policy Manual

History

1. This past June, the Board made a decision to update its rules and policies and to revise them where necessary. As a part of that decision, the Board agreed to the following definitions:

Rules determine the method in which the Board organizes itself and conducts business;
Policies provide the framework for the delivery of education to children. Policies represent the plan of action adopted by the Board through the mission statement, long term strategic plan and annual goals and objectives used to implement the strategic plan; and
Procedures establish direction for policy implementation and are developed by the administration.

2. The goals established by the Board for updating and revising its rules and policies were:
   a. To revise the structure of the Board’s Rules so that they contain only bylaws; that is, the organization of the Board and the rules by which it operates.
   b. To revise the content of the rules, so that they reflect the current operations of the Board.
   c. To revise the policy manual by:
      • incorporating relevant sections deleted from the rules;
      • reviewing each policy to ensure that it is correct and appropriate;
      • removing administrative procedures from the rules and policies; and
      • developing a better indexing system so that policies can be located more readily, including a more streamlined computerized data base accessible to schools.

d. To coordinate the development of an administrative procedures manual for those policies requiring written procedures.

3. The various Board Committees have been reviewing drafts of the proposed rules and policy revisions since late summer.

4. A final draft of the proposed rules and policies revisions has now been prepared and is being transmitted to Board members under separate cover. It is recommended that the Committee determine which policies are ready for approval and forward them to the Board for action.

Strategic Plan Compatibility Statement

5. The proposed revisions will assist the Board in concentrating on policy issues and making decisions in the context of the broad policy issues involved.

Statute, Board Policy or Rule Statement

6. State statutes give the Board the authority to establish its own rules and policies.

Fiscal Impact Statement

7. The rules and policies revisions are being completed by existing staff and within current resources.

Implementation and Assessment Plan

8. Approval of the revised rules and policies are the culmination of an implementation plan approved by the Board in June of 1994.

Your Committee recommends that the revised policies, Sections D, E and F, be approved, with the understanding that policy FN will be revised along with its procedures, to accommodate public and Board member concerns expressed at the Committee meeting.

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(Item 8) Report regarding Administrative Fund Transfers

Your Committee reports having received an informational report from the Superintendent on the above matter. The report has been made a part of the minutes of your Committee's meeting of January 12, 1995.

* * * * *

Separate consideration having been requested of Items 6 and 7, the balance of the report was adopted, the vote being the same as follows:

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

Noes—None.

Item 6, regarding a contingent fund transfer, having been set aside for separate consideration, director De Bruin moved to adopt the report.

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

Ayes—7; Noes—0.

Item 7, regarding revisions to the Board's policy manual, having seen set aside for separate consideration, Director Small moved to adopt the report.

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

Ayes—Directors De Bruin, Lucey, O'Neil, Small, Todd and President Bills—6.

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of January 3; January 4; January 5; January 6; January 9 at 9:00 AM, 10:00 AM and 2:00 PM; January 11 at 10:00 AM and 2:00 PM; January 16; January 17; January 19; and January 23, 1995.

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

Ayes—Directors De Bruin, Lucey, O'Neil, Small, Todd and President Bills—6.

Noes—None.

COMMUNICATIONS

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

Proposal from the Hartford Avenue School Parent Organization Committee for a restructuring of the Hartford Avenue School.

Referred to the Office of Board Governance to schedule a special Board Meeting to be held in February for hearing, discussion and possible Board Action.

Communication from the Public Accountants regarding providing the proceedings of the Board to the Milwaukee Central Library.

Referred to the Office of Board Governance.

RESOLUTIONS

By Director Todd:

WHEREAS, The Milwaukee Public Schools' primary purpose is the education, academic achievement and nurturing of an increasingly diverse and talented student population; and

WHEREAS, The Milwaukee Public School System through its prevention efforts seeks to design an instructionally effective system of schools conducive to a safe and drug free environment; and

WHEREAS, The number of drug related suspensions has increased; and

WHEREAS, The Safe and Drug Free Schools Act categorical funding was significantly reduced, (32.5% nationally) resulting in a reduction in MPS funding for the 1994-95 school year; and

WHEREAS, all federal funding received by the Milwaukee Public School District is contingent upon the comprehensive integration of drug, alcohol and tobacco prevention/education programs being in place within the district; and

WHEREAS, The Milwaukee Public School District provides a limited in-kind match relative to drug, alcohol and tobacco free prevention initiatives; and

WHEREAS, Comparable metropolitan urban school districts spend 100 to 200 percent more than the Milwaukee Public School District to combat drug, alcohol and tobacco usage; now, therefore, be it

RESOLVED, That the Milwaukee Public School System allocate 1.5 million dollars to the Drug Free Schools Program to further develop and enhance prevention programs and inservices training designed to reduce the drug, alcohol and tobacco usage, (i.e. restore student assistance coordinator release time).

Referred to the Committee on Strategic Planning and Budget.

By Director Todd:

WHEREAS, The preparation of the students of the Milwaukee Public School system for the year 2000 and beyond is dependent upon the teaching staff of the district being properly prepared; and

WHEREAS, The current level of staff development funding is inadequate to properly prepare teachers to educate for the future; and

WHEREAS, Access to the current staff development funding by front line teaching staff has been non-existent; now, therefore, be it

RESOLVED, That the current level of staff development funding be increased by $300,000 and a lottery type distribution system be used to give equal access to the funds by all teaching staff.

Referred to the Committee on Strategic Planning and Budget.

By Director Todd:

WHEREAS, The ethnicity of the children of the Milwaukee Public School system is greatly African-American and male; and

WHEREAS, The majority of the African-American male students have little contact with positive African-American male adults; and

WHEREAS, The vast majority of the aforementioned students give up on education by the third grade, and emulate other negative role models in the community; and

WHEREAS, African-American males make up less than 2% of teachers within the Milwaukee Public School District; and

WHEREAS, Education departments within the State colleges and universities have been unsuccessful in recruiting and retaining African-American males to train as teachers; now, therefore, be it

RESOLVED, The Milwaukee Public School District will actively recruit African-American males to assume teaching positions within the system; and be it

FURTHER RESOLVED, That the Milwaukee Public School District will establish a special retention program that will retain its African-American male teachers now employed by the district who have been openly recruited by suburban school districts.

Referred to the Personnel and Negotiations Committee.

By Director Small:

WHEREAS, The Milwaukee Board of School Directors is committed to provide a safe school environment of our students and our employees; and

WHEREAS, School safety is a factor that greatly impacts upon attendance and achievement in all Milwaukee Public Schools; and

WHEREAS, The MPS three year Safety Plan which was implemented for the 1992-1993 school year will be reviewed in June of 1995; now, therefore, be it

RESOLVED, That the Department of School Safety appoint and convene a district wide School Safety Task Force composed of parents, students, teachers, building administrators and other community representatives empowered to assess and evaluate the district's model Safety Plan; and be it

FURTHER RESOLVED, That the School Safety Task Force make recommendations to the Board of School Directors regarding the implementation of the 1995-1996 School Safety Plan, and that the task force consider additional efforts to promote safety considering fiscal responsibility, such as

1) School Community Safety Team/Committee at each building;
2) Safety Department Training Program/Resource Center;
3) Safety Assistants for late hour school events;
4) Safety Newsletter; and
5) Gang Prevention Safety Unit composed of Safety Supervisor and assistants; and be it

FURTHER RESOLVED, That the School Safety Task Force present its review and recommendations to the Board of School Directors by May 1995, Board meeting.

Referred to the Personnel and Negotiations Committee.

By Director De Bruin:

WHEREAS, The Milwaukee Public Schools have provided our students with safe environments within which to learn, especially given the violence and problems that exist in many parts of our community; and

WHEREAS, The real, and perceived, safety of our schools is a substantial factor in the decision of parents to have their children attend MPS schools; and

WHEREAS, MPS should take reasonable precautions to protect our students from potential harm and to save our taxpayers from the costs that flow from tragedies and losses that could be avoided; and

WHEREAS, Criminal background checks of teachers were instituted in 1992 and were conducted through the Wisconsin Department of Justice; and

WHEREAS, In August 1993, the Board of School Directors adopted a policy requiring the Department of Human Resources to conduct a crime information check through the Wisconsin Department of Justice and other appropriate information sources in regard to new job applicants; and

WHEREAS, These recent policy changes have enhanced the safety of MPS's students and property; and

WHEREAS, MPS has in recent months learned of certain employees who were hired before background checks were required and whose employment may have been affected if their criminal backgrounds had been known; and

WHEREAS, The Superintendent has properly requested the assistance of law enforcement and penal agencies in alerting MPS when employees become involved in criminal wrongdoing, a function that MPS cannot do itself; and

WHEREAS, Most MPS employees' backgrounds have never been checked because they were hired prior to the recent policy changes requiring such checks; and

WHEREAS, The vast majority of MPS employees, who are honest, hard working and dedicated people, suffer when criminal activity affects MPS; and

WHEREAS, Individual determinations are required as to whether a past criminal record poses a risk to MPS' students or property; now, therefore, be it

RESOLVED, That the Superintendent is directed to forthwith initiate criminal background checks through the Wisconsin Department of Justice and other appropriate crime information sources on those current employees whose criminal background has not previously been checked either through DPI or MPS; and be it

FURTHER RESOLVED, That the Superintendent recommend a process for evaluating the information gathered by these checks and for acting, on an appropriate case by case basis, when the nature of the criminal background reasonably required MPS to do so; and be it

FURTHER RESOLVED, That the Superintendent include in his proposed budget for FY 1996 reasonably sufficient funds to pay for the expense of any additional disciplinary proceedings, unemployment compensation claims and staff and consulting services that may be required as a result of this process.

Referred to the Committee on Personnel and Negotiations, and, for budget implications, to the Strategic Planning and Budget Committee.

Director Sinicki left at 9:46 PM.

The Board adjourned at 9:56 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 15, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:09 PM.

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

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

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

February 14, 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, February 15, 1995, At 6:00 PM in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing, discussing and possibly taking action on the following items of business:

1) Final approval of a proposal from the Wisconsin Conservatory of Life-long Learning, including designation of a site for the program; and

2) Approval of a proposal from the Hartford Avenue School Parent Organization Steering Committee.

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 to consider negotiations regarding the lease or purchase of a property which might serve as a future site for the program and may reconvene in open session for action on matters considered in executive session.

With respect to Item 2 above, the Board, pursuant to the provisions of Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to consider collective bargaining negotiations strategy as the proposal relates to the provisions of the contract between the Board and the Milwaukee Teachers' Education Association (Teachers) and may reconvene in open session for action on matters considered in executive session.

NANCY R. NOESKE
Director

(Item 1) Approval of Innovative Schools Proposal: Wisconsin Conservatory of Life-Long Learning

Administration's Analysis

1. The proposal for the Wisconsin Conservatory of Life-long Learning was approved in concept at the January 25, 1995, meeting of the Board of School Directors, with final approval to be based on additional information provided to the Board regarding student enrollment options, site modifications and start-up costs.

2. The Wisconsin Conservatory of Life-long Learning will be a K-12 school with a curriculum that connects knowledge, communication, technology, and the world of work. The curriculum will be project-based and problem centered, where students learn by tackling real-world problems. The school will be organized so that groups of students remain with the same team of teachers for several years, allowing

stronger relationships to be realized. The levels of schooling will be redefined as K-3, 4-8, and 9-12. The program also includes a community health educational resource center.

3. Site:

At the January 25, 1995, meeting of the Board of School Directors, the planning committee for the Wisconsin Conservatory proposed that a site at 342 North Water Street be considered as a leased site for the school. A number of questions were raised about the site, including playground and parking space, safety concerns, and building modifications, as well as the overall cost. It appears that there are more questions than can be addressed within the time constraints for opening the Wisconsin Conservatory in Fall, 1995.

Therefore, the planning committee is now recommending that the program be implemented at the Kilmer site during the 1995-1996 school year, while the committee and the administration continue to search for a more appropriate site for the school. The cost of the facility will be carried under the Building Operations Budget by their location number. Should a leased site be available in the future, the cost will be included in a lease account in the budget.

4. Start-up Costs:

The amount of $1,245,700 is requested to be reallocated from various lines in the FY95 budget for the furniture, equipment, supplies and facilities modifications needed to return the Kilmer site to an elementary school. An amount of money (approximately $78,000) will be included in the FY96 budget request for unpacking, set-up, and staff development to prepare for the opening of school in Fall, 1995.

5. Student Enrollment Options:

Students who wish to attend the Wisconsin Conservatory will participate in the Spring complimentary sign-up period, scheduled for the week of April 17, 1995. The Wisconsin Conservatory will be a city-wide school.

A letter describing the Wisconsin Conservatory program and the assignment process will be mailed to all MPS and Milwaukee resident suburban students in grades K-6. The letter will indicate that any student has a right to apply to the Wisconsin Conservatory. Students currently attending Trowbridge will be given preference for assignment to the Wisconsin Conservatory.

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Concurrently, an additional letter will be mailed to all parents in the Yellow and Blue assignment regions indicating the number of openings at Trowbridge School. Parents will be able to select Trowbridge during the regular sign-up period and also during the Spring complimentary period. Trowbridge will retain its current program.

Strategic Plan Compatibility Statement

6. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

7. Implementation of this proposal requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992, where the recommended organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

Fiscal Impact Statement

8. The Wisconsin Conservatory would receive the same per pupil funding allocation as other MPS schools. An analysis of the projected budget indicates that when the K-6 component of the Wisconsin Conservatory is compared to an MPS school comparable in size, the costs are very similar. This is also true when comparing the costs of the proposed total K-12 program to an existing MPS high school that is comparable in size.

Implementation and Assessment Plan

9. The proposal is for a program to be implemented for grades K-6 in Fall, 1995, with an additional grade added each year until all grades (K-12) are included.

10. The MPS accountability measures will be used in the Wisconsin Conservatory of Life-long Learning. These include the Wisconsin State Assessment System, writing samples, proficiency examinations at various grades, attendance data, etc.

Superintendent's recommendation

That the Board approve the initial implementation of the Wisconsin Conservatory of Life-long Learning at the Kilmer site to begin in Fall, 1995, while the committee and the administration continue to search for a more appropriate site.

* * * * *

(Item 2) Proposal from the Hartford Avenue School Parent Organization Steering Committee

Communication

At its meeting on January 25, 1995, the Board received a communication from the Hartford Avenue School Parent Organization Steering Committee submitting a proposal for restructuring Hartford Avenue School.

The proposal was referred to the Office of Board Governance to schedule a special Board meeting to be held in February for hearing, discussion and possible Board action. A copy of the proposal is attached.

Superintendent's recommendation

That hearing on the proposal be given to the Hartford Avenue School Parent Organization Steering Committee and other interested parties.

* * * * *

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on Items 1 and 2.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:11 PM.

The Board rose from the Committee of the Whole at 8:17 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given public hearing on Items 1 and 2.

The Board recessed from 8:18 to 8:30 PM.

With respect to Item 1, Director Sinicki moved that the Board approve the proposal from the Wisconsin Conservatory of Life-long Learning.

Director Sinicki moved to amend the motion to provide that a waiver from the grade level organization in the MPS Facilities Master Plan, adopted on November 2, 1992, be granted.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Lucey moved to amend the motion to provide that $1,245,700 be transferred from the Teacher Reserve Fund, the Enrollment Growth Fund and Benefit Cost Recovery Fund for start-up finding for modification of the Kilmer site.

The amendment was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

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

Ayes—7; Noes—0.

With respect to Item 2, Director De Bruin moved that:

The Board authorize the Superintendent to work with the school community to create a task force made up of committed certified and non-certified staff, the principal, parents, community representatives and union representatives who share the vision that all students can succeed. The staff and parent representatives shall reflect the racial diversity of the student body to the extent feasible. Parents shall constitute a majority of the task force, and shall be chosen through a process that involves all parents of students at the school. The task force shall:

- 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.
- Provide a progress report to the MPS Board's Instruction and Community Relations Committee at its March meeting (currently planned for March 16, 1995); and
- Provide recommendations to the MPS Board for consideration and possible action at the Board's regular April 1995, meeting (currently scheduled for April 29, 1995).

The Superintendent is directed to provide appropriate administrative support and facilitation of this process.

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

Ayes—7; Noes—0.

The Board adjourned at 9:18 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 22, 1995

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

Present—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Board observed a moment of silence in memory of Marquis Washington, an MPS student who was killed this month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

February 22, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

RE: EXCELLENCE IN EDUCATION AWARD

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

Mr. Martin Lexmond
Teacher, Vincent High School
American Council of Learned Societies' Teacher-Fellow

Marty Lexmond is an energetic, committed, and dedicated teacher who goes above and beyond the call of duty in working with students each and every day. He not only works with the students in his classrooms, but he also considers it his responsibility to make contributions toward the benefit of the entire school. He provides valuable input on a continuous basis through his role as a member of Vincent High School's shared decision-making council and restructuring committee.

This school year Mr. Lexmond was selected as one of 12 Milwaukee Public Schools' teachers to participate as a teacher-fellow through a grant from the American Council of Learned Societies Elementary and Secondary School Curriculum Development Project. As a part of this project, he is released from his teaching duties for the 1994-95 school year to work on humanities curriculum projects. Mr. Lexmond is working closely with a team of teachers from Vincent High School, including music, art, English, and social studies teachers, on the development of an integrated studies project which will be implemented beginning next year as a class. He is also participating with the other teacher-fellows in a year-long workshop at the University of Wisconsin-Milwaukee through weekly seminars.

This school year marks the fifth year that Mr. Lexmond has directed Vincent High School's Theater Education Project as a part of their Drug Free Schools program. Through this project, he involves students in developing original theater around social concerns which the students then present at performances in elementary, middle, and high schools throughout the city and state. The students are involved in every

aspect of the production, including writing, acting, set design, instrumental and vocal music, lighting techniques, etc. Following each performance, a "talk back" session is held between the audience and the student actors.

The Theater Education Project's two most successful productions are "Nobody's Born a Bigot" and "Chalk Outlines." Thousands of Milwaukee Public Schools' elementary and secondary students benefit from these presentations which stress anti-violence and challenge racial stereotypes. In addition, the students perform the plays throughout the state.

In the past three years, the Vincent students have appeared at the Annual Wisconsin Prevention Conference in Stevens Point, Madison East High School, Bowler High School, Plymouth High School, the Oshkosh Grand Opera House, and at the John Taylor Home and the Bryant Community Center in Racine. In December 1993, the students traveled to the Menominee Indian Reservation to present "Nobody's Born a Bigot." They stayed as guests of Native American families which allowed them an opportunity to experience another culture first hand through local ritual and ceremony.

I would ask that the Board of School Directors and the entire school community join me in recognizing Marty Lexmond for his outstanding contributions to the school district and for his unwavering dedication to the students of the Milwaukee Public Schools.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

February 22, 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 the Milwaukee Board of School Directors by Ms. Anjum S. Dieckmann, attorney, on behalf of Devonja Brown, a minor, and her mother, Cassandra Brown, for injuries allegedly sustained by Devonja Brown at the Palmer Elementary School on September 20, 1993.

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 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,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned document attached)

On the motion of Director Small, the claim was disallowed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

Temporarily absent—Director Todd—1.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

February 22, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on May 29, 1991, the Board elected Dr. Howard Fuller to the position of Superintendent of Schools for a three-year term, expiring on June 30, 1994. An employment agreement was executed on the same day, May 29, 1991.

Addenda to the employment agreement were approved by the Board on November 24, 1992, and October 18, 1993.

On January 5, 1994, and based on an opinion from the City Attorney, the Board extended the employment agreement through June 30, 1995, in accordance with new provisions of the State Statutes requiring that employment agreements expire on June 30 of an odd-numbered year and that they not exceed two years [sec. 118.24 (1), (2)(c)-(f), (6) and (8), Stats.]

The Board completed its annual performance review of the Superintendent in October of 1994 and based on that review, approved an addendum to the extended agreement on November 30, 1994.

If Dr. Fuller's employment agreement is again extended, the Statutes provide that it be extended for a period of two years, ending on June 30, 1997.

These same Statutes further provide that the Board give written notice at least four months prior to the expiration of the contract of its intent to renew or to refuse to renew the contract. If such notice is not given, the contract then in force continues in force for a term that expires on June 30 of an odd-numbered year and does not exceed two years.

The Board, therefore, may either take action regarding the contract, or it may to take no action and allow the contract to renew automatically for a term that expires on June 30 of an odd-numbered year and does not exceed two years, namely, June 30, 1997

Director Johnson has requested that the Board President place this item on the agenda for the Board's discussion and consideration.

NANCY R. NOESKE, PH.D.
Director

Board Clerk Noeske reported a communication regarding renewal of the Superintendent's employment agreement.

Director Johnson moved that the Board retire to executive session.

Ruled out of order, on the grounds that the performance review has been completed and the question before the Board is compliance with a new state statute.

Director De Bruin moved the renewal of the Superintendent's contract for a period of two years.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Small presented the following report for the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(Item 1) Report and Recommendations regarding the Adoption of Reading and German Texts

Administration's Analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Section 2.07), 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 (School to Work) 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 2.07 Textbook adoptions**.** Section (1) Opening Subject Areas for Textbook Adoption, Section (2) Provisions for Evaluating Available Materials and Recommending Adoptions, and Section (3) Communications with Publishers.

Fiscal Impact Statement

10. The estimated cost for the 1994-1995 budget is $1,700,000.

11. The recommendations are submitted with the understanding that the textbook purchases will be made from the 1995 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 1994-1995 budget.

Your Committee recommends approval of the following recommendations for textbook adoptions, with the administration directed to prepare an item for the transfer of funds for the Board's consideration on February 22, 1995:

MIDDLE SCHOOL READING

Middle School Reading 6-8

It is recommended:

1. That the following text series be approved for Middle School Reading:

   A New View (Reading/Language Arts)
   Macmillan/McGraw-Hill, 1993

   Celebrate Reading
   Scott Foresman, 1993

2. That schools choose one or the other recommended text series and receive classroom sets of 40 textbooks for each teacher who teaches reading, including exceptional education teachers, and the program support materials.

3. That each middle school receive one Multi Source Integrated Language Arts Kit, Grades 6-8, including one classroom set of each of the twelve theme books and project books.
   Silver Burdett/Ginn, 1995

4. That each middle school be provided a one year subscription of The Reader's Digest.

5. That related supplementary materials and trade books be approved for use with the adopted texts.

GERMAN IMMERSION READING

German Immersion Reading Grades K-8

It is recommended:

1. That the following be approved for Milwaukee German Immersion Kindergarten reading program:

   Milwaukee German Immersion uses a whole language approach in kindergarten. Therefore, in addition to some German tradebooks, they will translate selected English Big Books and English classroom library books.

2. That the following text series be approved for their Grade 1 reading program:

   Bunte Lesewelt
   Auer Verlag, 1982

   Kleeblatt Fibel
   Schroedel Verlag, 1990

3. That the following text series, including Teacher's Editions, be approved for Grades 2-5:

   Pusteblume 2, Lesebuch

Pusteblume 2, Sprachbuch
Schroedel Verlag, 1994

Bausteine Deutsch 2, Lesebuch
Bausteine Deutsch 2, Sprachbuch - N.
Diesterweg Verlag, 1984, 1992

Bausteine Deutsch 3, Lesebuch
Bausteine Deutsch 3, Sprachbuch - N.
Diesterweg Verlag, 1984, 1993

Bausteine Deutsch 4, Lesebuch
Bausteine Deutsch 4, Sprachbuch
Diesterweg Verlag, 1985, 1994

4. That the following text series, including Teacher's Editions, be approved for Grades 6-8:

German Today 1
Houghton Mifflin, 1989

German Today 2
Houghton Mifflin, 1989

5. That related supplementary materials and trade books be approved for use with the adopted texts.

6. That funds be approved for curriculum development/translation.

7. That funds be approved for the schools to do their own book binding.

* * * * *

(Item 2) Approval of Innovative School Proposal: Milwaukee Village School and Community Center Partnership Project

Administration's Analysis

1. The proposal for the *Milwaukee Village School and Community Center* was submitted to the Innovative Schools Committee for review. The proposal was developed with extensive community involvement and support.

2. The Milwaukee Village School would begin at the North Division High School facility with 120 middle school (6th grade) students the first year and add a grade level each year until the students reach 12th grade.

3. The school would be organized so that a group of students remains with the same team of teachers for three years to provide strong support and develop strong parental and student relationships.

4. The governing body would be the Village Partnership Empowerment Council, including parents, staff, students, community representatives and principal.

5. The following elements would characterize the school:

- There will be a 6-12 grade level structure.
- "School to Work" projects will follow themes and teach concepts, using multiple business partners.
- Teachers will be trained in non-violent crises intervention strategies in order to de-escalate crises situations.
- Adults from all ethnic backgrounds will serve as role models.
- The school committee will interview and select staff on the basis of their willingness and ability to contribute to the philosophy and goals of the school.

- The curriculum will be developed around competencies for all subject areas; students will achieve those prior to moving on. No letter grades will be given.
- Instruction will be based on the research on multiple intelligences.
- Volunteers will help with tutoring.
- The traditional eight period day will be replaced with extended classes.
- Authentic assessment procedures will be developed through an Alverno College summer institute.
- Parents will be involved in their children's work, as well as in the community center component of the school.

Strategic Plan Compatibility Statement

6. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

7. This action requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992, where the recommended organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

Fiscal Impact Statement

8. The Milwaukee Village School would receive the same per pupil funding allocation as other MPS middle schools.

9. The program would be located at North Division High School.

Implementation and Assessment Plan

10. The proposal is for a program to be implemented for grade 6 in Fall 1995, with an additional grade added each year until all grades (6-12) are included.

11. The proposal calls for the evaluation of specific goals developed with staff, students and parents. The MPS accountability measures (with the exception of grade point averages) will also be used. These include the Wisconsin State Assessment System, writing samples and proficiency examinations at various grades, attendance data, etc.

Your Committee recommends that the Board approve the implementation of the Milwaukee Village School to begin in Fall 1995, with a waiver from the grade level organization described in the MPS Facilities Master Plan adopted by the Board on November 2, 1992, and with the same per pupil funding allocation as other MPS middle schools, with the facilities plan and fiscal note to be brought back to the Board for approval.

* * * * *

(Item 3) Final Review and Approval of Revisions to the Board’s Policy Manual, Sections I, K, and L

Background

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

At this time, the following policies are being presented to the Committee on Instruction and Community Relations for further discussion. The page numbers refer to the document, *Proposed Revisions*

Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies—First Complete Draft, January, 1995.

The administration reviewed comments and suggestions made in the public hearings on December 14, 1994, and January 11, 1995, as well as suggestions made by parent representatives, as they developed the following responses.

A. Policies Reviewed on January 11, 1995
Modification or report-back suggested during the public discussion of the policies

Policy IA Teaching and Learning Goals
The administration recommends that the following wording be added to Policy IA:

School To Work is the process used to show students the connection between what is being taught in the classroom and how it relates to the world of work. Students learn the creative thinking and problem solving skills necessary to whatever careers they select. The School To Work process contains the following components:

1. Integrated Teaching Approach combines and links multiple disciplines and connects academic and work-based proficiencies through experiential learning. Included in these proficiencies are critical and creative thinking, problem posing and solving, working cooperatively, interpersonal skills and using multiple intelligences.

2. Staff Development occurs in business and community settings, so that teachers and business/community representatives become active partners in improving education. Site visits, information exchanges, internships and joint trainings are examples of staff development opportunities in School To Work.

3. School/Business Partnerships are restructured to help business and schools gain greater insight and understanding of each other's environment. Schools and businesses sit at the table together to discuss school curriculum and workplace skills. Both parties design an effective way to sufficiently use their resources to improve education for children.

4. Work-based learning experiences for students are expanded within individual schools, central office, businesses and community. Adults in the workplace community cooperate with schools to help students see relationships between what they are learning in school with the responsibilities and skills of working.

Policy IGD CoCurricular and Interscholastic Programs
The administration recommends that the following language be deleted from the Policy:
~~Prior to the time of the event, the principal shall furnish the superintendent with a written report of all such proposed extracurricular activities stating the nature of the program,, the date, the time involved, and the admission fee charged.~~

The administration recommends changing the following language in the Policy:

Eligibility Criteria

~~To participate in interscholastic extracurricular activities athletics or academics high school students must:~~
To compete in interscholastic extracurricular activities, athletics or academics, high school students must maintain a minimum 2.0 grade point average.

~~1. Have maintained a minimum 2.0 grade point average for the previous mark period. Students having a grade point average between 1.5 and 2.0 may appeal for probationary eligibility at their high schools only once during any given school year, and only twice during the student's high school career.~~

~~2. Be absent no more than four(4) times from any class for any reason during a mark period. Unusual circumstances, which can be documented in writing such as a doctor's excuse, court orders, etc., may be appealed to the principal. A subsequent appeal can be made to the Commissioner of Athletics whose decision will be final.~~

~~3. When a student loses eligibility, he/she will not be allowed to practice with the team.~~

The administration recommends deleting the following language from the Procedures:

~~**Appeal Process for Academic Ineligibility**~~

~~A student with a grade point average of between 1.5 and 2.0 for a mark period may appeal to obtain probationary eligibility for the following mark period provided:~~

~~1. The student submits a standard appeal form on which is set forth a definitive plan for improvement of academic achievement during the following grade period.~~

~~2. The plan must be formulated by the student, together with his or her parents, teachers, and school administrator.~~

~~A student may make such an appeal only once per year.~~

~~The student must increase his or her grade point average to at least 2.0 during the period in which he is on probation or lose eligibility to participate in interscholastic extracurricular programs, including practice.~~

Policy KJ Advertising in Schools

The administration recommends the policy as follows: "No one shall promote any religious, political, or commercial ~~propaganda~~ advertising nor shall any advertisement of such nature be displayed or distributed at any time in school buildings or upon school premises.

The use in schools of such aids as textbooks, supplementary books, reference books, charts, maps, calendars, blotters, rulers, posters, models, films, slides, or exhibits by teachers with the permission of their principals to explain or describe subjects, articles, machines, or processes already in use in the Milwaukee schools, even though such aids bear the name, business, or purpose of the publisher or manufacturer, shall not be construed as commercial ~~propaganda~~ advertising within the meaning of this policy.

The distribution of awards for students donated by commercial enterprises and approved by the principal shall not be construed as commercial ~~propaganda~~ advertising within the meaning of this policy.

Additionally, no requests for privileges shall be granted which in any way or manner are likely to occupy the time and attention of teachers or pupils, or call for services on the part of school children, or are likely to give precedence or preferment of one pupil over another, or which involve any phase of commercialism.

~~Nor shall special days or weeks for promoting various forms of propaganda be recognized in the schools unless authorized by the Board upon recommendation of the superintendent.~~

The principal shall have the authority to make decisions.

B. Policies Not Reviewed on January 11, 1995

Administration was asked at a previous meeting to review and report back

Policy IGBA Programs for Students with Exceptional Education Needs

The administration recommends the policy as stated in the *Proposed Revisions Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies -- First Complete Draft, January, 1995.*

Policy IGDD Student Contests and Performances

The administration recommends modifying the policy by adding the underlined words:

Students may participate in contests that give prizes to students if the contests have educational value (e.g. essay contests) as determined by the principal in collaboration with the shared decision-making group in accordance with the philosophy of a System of Schools.

Policy IHB Class Size

The administration recommends that the following statement be added to Policy IHB:

Facilities Master Plan

Facilities standards three and four of the *Facilities Master Plan* (adopted November 4, 1992) specify a reduction in the pupil/teacher ratio in four-year old kindergarten, five-year-old kindergarten, grade 1 and grade 2 to 19:1 maximum. The implementation of the *Facilities Master Plan* is dependent upon space and funding availability.

Policy IICC School Volunteers

The administration is developing a new policy which it intends to bring to the Board as soon as possible. Until such time as a new policy is approved, the administration recommends the policy as stated in the *Proposed Revisions Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies -- First Complete Draft, January, 1995.*

Policy IKE Promotion and Retention of Students

The administration recommends that the following statement be added to Policy IKE: Criteria for retention and promotion shall be in keeping with the ~~intervention guidelines~~ Grading Systems Policy of the district for students in Grades One through Six.

Policy IKF Graduation Requirements

The administration recommends that the following information be deleted from Policy IKF: ~~"In order to graduate, a student must also meet proficiency standards in mathematics and writing, unless exempted under the district's policies for exceptional education students or its plan for students with limited English proficiency. Regular diplomas will be awarded students who meet all course, credit, and proficiency graduation requirements.~~

~~Certificates will be awarded to students who complete special courses of study, such as industrial courses at Milwaukee Tech, the international baccalaureate programs at Rufus King, and career specialty programs at various high schools.~~

~~Two-Year Alternative High School Completion Program~~

~~The two-year alternative high school completion program is designed to meet the needs of a small number of students who have been enrolled in high school for at least two years and who have earned few or no units towards high school graduation.~~

~~Graduation from the two-year program will be dependent upon the student's completing the total program, attending regularly, and meeting the required proficiency requirements in mathematics and writing.~~

~~The program will consist of a one-half day in-school component, and a one-half day out-of-school component. Students in the program will be required to take:~~

~~4 units - English~~

~~2 units Social Studies~~

~~2 units Science~~
~~2 units Mathematics~~
~~1 unit Phy Ed~~

~~The out-of-school phase will include an experiential component, exploratory work experience, community service and specific skill training.~~

~~Milwaukee Public Schools pupils graduating from an alternative high school program, where they completed less than two units required for graduation, can receive a diploma of graduation awarded by the high school where the student completed the greater majority of the units required for graduation. Pupils represent a wide range of cultural, ethnic, and social backgrounds, and their needs differ from school to school, as well as within a single school.~~

Policy ILA Assessment Programs

The administration recommends adoption of the policy.

C. Policies Reviewed on January 11, 1995

No Modification or report-back requested; further revisions from the administration

Policy IGAK Reading

The administration recommends the following addition to the policy:

Future reading adoptions for elementary schools should reflect the district's reading curriculum, research findings, and provide choices, allowing schools to select from a recommended list of programs, materials, and approaches.

Assessment of students' reading progress should place less emphasis on assessment of isolated skills and integrate reading, writing, thinking, speaking and listening, including formal and informal measures in accordance with the district's assessment policy.

Policy IGAJ Driver Education

The administration recommends the following statement: Milwaukee Public Schools will provide a state approved driver education course which qualifies students sixteen years of age and older to receive a Wisconsin probationary operator's license. in place of ~~A state approved driver education course which qualifies students sixteen years and older to receive a Wisconsin probationary operator's license shall be offered in all Milwaukee public high schools~~.

Policy IGBB Programs for Gifted Students

The administration recommends the following addition: To help meet the needs of these students, the Board has approved the establishment of programs for the gifted and talented and academically talented.

Policy IGAL Foreign Languages

The administration recommends that the following language be deleted: ..~~.and also those at all special schools and specialty schools~~.

Policy IGBF Bilingual Instruction (And Bicultural Education)

The administration, after taking into consideration concerns expressed by parents, recommends the following additional statement:

The Bilingual/Bicultural Education Program provides linguistically and culturally distinct students with an opportunity to experience early academic success in their first language while learning English. The program also provides the opportunity for English speaking students to learn a second language. It creates a multicultural environment whereby students' appreciation for their own and other cultures is encouraged.

Policy IKAA Final Examinations

The administration recommends transferring the following statement from procedures back into policy after taking parent concerns into consideration:

Students who are excusably absent from a final examination, if unable to take the examination before the close of the current semester, will have the examination deferred until not later than the fourth week of the following semester, and the final mark is to be held open until the examination is completed.

Students who are inexcusably absent from an examination will be marked as failing the examination and will have the failure counted in averaging the semester grade. Such failure shall result in the point value of zero on the five-point scale of A = 4 points through E = 0 points.

Policy IKA Grading Systems

The administration recommends that the following statements be added after taking parent concerns into consideration: Principals will provide opportunities for parental involvement in this process.

The statement, The importance of informing students at the beginning of a course of the grading practices for the course must be emphasized to all teachers., should be placed at the end of the policy.

Policy IHB Class Size

The administration recommends the following changes:

D. Specialty Teachers
   1. Elementary teachers in art, music, or physical education shall be hired within the budgeted limits. Such teachers will not be figured in the staffing formula of the school.
   2. Where specialists conduct a regular program in the school, exceptional education ~~classes may~~ students will be scheduled for art, music, and physical education classes ~~if determined by the administration to be appropriate~~ consistent with their IEP.
   3. Where appropriate and feasible, specialty teachers should be programmed into a separate room.

   The administration further recommends that the following information be deleted:

~~E. Mainstreaming~~

~~In the establishment of staffing patterns, additional teachers may be added within budgeted limits to schools which have large numbers of mainstreamed students.~~

A copy of of the complete policy revisions, Sections I, K and L has been attached to the minutes of your Committee's meeting of February 16, 1995.

Your Committee recommends that the proposed amendments to the policies above be approved and that all of the revised policies in Sections I, K and L of the Policy Manual be approved, with the exception of policies IGDF, IGAI, IIAA, IICA, and IGAF.

(Item 4) Informational Report

Your Committee reports having received an informational report from the Superintendent on the Wisconsin Student Assessment System. Supporting materials have been attached to the minutes of your Committee's meeting of February 16, 1995.

* * * * *

Separate consideration having been requested of Items 1 and 3, the balance of the report was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

Separate consideration having been requested of Item 1, relating to adoption of reading and German texts, Director Small moved to adopt the report.

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

Ayes—7; Noes—0.

Separate consideration having been requested of Item 3, relating to revisions to the Board's policy manual, Director Todd moved to refer the item back to committee.

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

Ayes—Directors Johnson, Small and Todd—3.

Noes—Directors De Bruin, Lucey, Sinicki and President Bills—4.

Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki and Small—4.

Noes—Directors Johnson, Todd and President Bills—3.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

President Bills presented the folllowing 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) Approval of a Position Statement Opposing Federal Bill H.R. 4, relating to reduction of commodity support and reducing eligibility for free and reduced price meals

Administration's Analysis

1. The purpose of this communication is to provide information about the Personal Responsibility Act (PRA) which was introduced on January 4, 1995, and given the designation H.R.4.

2. An analysis by the American School Food Service Association (ASESA) of the PRA is included as an attachment. Briefly, the major points of the act are:

- Funding including commodity support, would decrease by approximately 17% in FY 96, and erode further in FY 97;
- Funding for child nutrition education programs would be eliminated;
- Raises eligibility limits for reduced meals from 130 percent of poverty guidelines to 185 percent of poverty guidelines. Many students currently receiving free or reduced meals would no longer be eligible. ASFSA estimates a reduction of 22%.

3. While the current child nutrition programs have an income security component, they are basically nutrition programs aimed at preparing children to learn. Hungry children do not learn as well as healthy, nourished children.

4. The Wisconsin Association of School Boards and the American Association of School Boards have expressed opposition to H.R.4. The Administration has expressed opposition to H.R.4. The Administration is recommending that the Milwaukee Board of School Directors pass a resolution in opposition to H.R.4.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the Board Goal of Student Achievement as healthy, well-nourished students are better prepared to learn.

Statute, Board Policy or Rule Statement

6. Not applicable.

Fiscal Impact Statement

7. There is no fiscal impact for the Board. However, passage of H.R.4. could require the local tax payer to fund a portion of the School Nutrition program.

Implementation and Assessment Plan

8. The Administration will monitor the legislation as it develops and responds appropriately.

Your Committee recommends that the Board adopt a position opposing the passage of H.R.4.

* * * * *

(Item 2) Report and Approval of Recommendations on the Governor's Education Initiatives in the 95-97 Executive Budget and the Impact on MPS (Assembly Bill 150)

The Executive Budget Bill (summary of Education and Training Section attached) was introduced and referred to the Joint Committee on Finance. The Committee will review the bill and make recommendation to the Assembly. At this time, we have not received a copy of the actual bill. In order to provide you with a summary of the bill's provisions, I have had to rely on the analysis of the bill and the budget in brief produced by the State Budget Office. I will provide you with additional relevant information as it becomes available.

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 has 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 1993-1994, MPS would have received a 31% increase in school aid and credits while the state average increase would have been 52%.

REVENUE LIMITS

Revenue limits are made permanent and the allowable per pupil increase of $194 for 1995-1996 is made permanent for all districts with per pupil revenues exceeding $5,200 in 1995-1996, or $5,500 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 is excluded, but several categorical aids are included. Revenue limits continue to be based on actual revenues rather than allowable limits. Unexpended school funds remain unaidable.

FAILING SCHOOLS

The Governor would allow MPS 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

The Governor would allow every district to establish any number of charter schools. Current law which provides that charter schools be instrumentalities of the district and require a charter school to use only district employees would be repealed. Current restrictions on collaboration with other school districts and agencies to establish and operate a charter school are repealed. Current restrictions on conversion of private schools and per pupil spending limits are repealed. MPS is authorized to convert a sectarian private school to a charter school. A school board may reassign staff when existing schools are converted to a charter school. Employees of a charter school may vote to establish a bargaining unit, but bargaining over conversion or staffing is prohibited.

CONTRACTING FOR EDUCATIONAL SERVICES

The Governor would allow MPS to contract with any person for management, operations and services (including licensed teachers). MPS would also be authorized to contract with nonprofit private schools and agencies for educational services.

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 4 years and may be renewed for additional 4-year periods.

TEACHER TENURE

Under current law, teachers employed at a public school located in MPS are permanent employees after a continuous and successful 3-year probation. In Milwaukee County suburban districts, teachers become permanent employees upon the gaining of a 4th contract in the school or school system after a continuous and successful 3-year probation period. This bill repeals both permanent employment status provisions.

PRIVATE SCHOOL CHOICE

The Governor would expand the current Milwaukee Parental Choice program to sectarian schools and increase the enrollment limits to 3,500 in 1996-1997, 5,500 in 1997-1998 and impose no limit thereafter. The current income limit of 175% of poverty would continue. Tuition payments of $3,209 (in 1995-1996) plus annual inflation would be paid from Chapter 220 intradistrict aid to MPS beginning in 1996-1997. The students would be counted for equalization aid as though they were enrolled at MPS. As a result, MPS will not experience a net aid loss attributable to participation in this program if enrollment is constant. However, MPS will experience a loss in aid equal to the net increase in tuition paid in any year as the tuition is paid a year before the aid is received.

CHAPTER 220/PUBLIC SCHOOL CHOICE

The Chapter 220 intradistrict program is maintained, but the per pupil amount will be set at the 1995-1996 level plus an inflationary (CPI) increase. The purpose of this provision is to prevent a windfall increase as state aids approach 2/3 of costs. A similar provision is applied to the voucher amount in the Milwaukee Parental Choice Program as the intradistrict aid will be used to pay for those vouchers. The students are counted for MPS equalized aid.

The Chapter 220 interdistrict program is maintained with two changes that will reduce payments to suburban districts beginning in 1996-1997. They are the elimination of bonus aid and a $7,000 limit on per pupil tuition. Sender aid is maintained and all Chapter 220 funds continue to be drawn from the equalized aid appropriation.

The Governor would create an interdistrict public school choice program which would allow any pupil to attend any public school beginning in 1996-1997. Tuition in an amount agreed by the sending and receiving district would be paid by the sending district. The student would be counted for aid in the sending district.

A district may reject an application for attendance if space is not available or if the pupil is involved in a disciplinary proceeding. The sending district may also prevent a pupil involved in a disciplinary proceeding from transferring to another district. A pupil would not be allowed to transfer if his/her attendance would violate a plan to reduce racial imbalance or would be harmful to efforts to achieve racial balance. The viability of this program in conjunction with the Chapter 220 interdistrict plan is not clear.

MPS SUPERINTENDENT AND BUSINESS MANAGER

The current requirements that the MPS superintendent and business manager be licensed by the state superintendent are repealed.

DEPARTMENT OF PUBLIC INSTRUCTION/EDUCATION

The Governor would change the name of DPI to the Department of Education headed by a cabinet secretary effective July 1, 1996. The new DOE will assume existing responsibilities of DPI and HEAB and the state superintendent would report to the secretary. About 132 of 700 DPI jobs would be eliminated. DOR would administer state aid payments. The powers of CESAs will be expanded.

PUPIL ASSESSMENT

Current law requires each school board to administer pupil assessment examinations adopted or approved by the state superintendent to all pupils enrolled in the 8th and 10th grades. The budget bill expands the statewide assessment program to 4th grade starting in 1997.

CATEGORICAL AIDS AND GRANTS

Major categorical aids and programs are retained including the MPS desegregation settlement funded programs, bilingual aids, children at risk aid, P5 grants and MPS professional development grants. Several minor aids and grants are eliminated.

TABS is funded for 1995-1996 only.

A new instructional technology matching grant program ($4 million) is provided beginning in 1995-1996.

MISCELLANEOUS

The compulsory school attendance age is reduced from 18 to 17.

An interdistrict enrollment options program is created whereby a pupil who takes one course in his/her district of residence may also take courses in another school district. If a school district decides to subcontract work that would otherwise be performed by employees in a collective bargaining unit for which a representative is recognized or certified, and the decision is primarily related to the wages, hours or conditions of employment of employees in the bargaining unit, the school district must first bargain collectively with the representative concerning that decision.

This bill provides that the statutory duties and powers of school boards are to be broadly construed to authorize any action that is within the comprehensive meaning of the terms of the duties and powers, if the action is not prohibited by federal or state law.

School boards are authorized to 2% of payroll to performance recognition awards for employees.

The area within 1,000 feet of a school would be established as a "Violence Free Zone" in which penalties for violent offenses would be increased.

Funds are provided to staff the boot camp program scheduled to open December 1995, and to administer a contract for a boot camp aftercare program.

The current requirement that each school board must employ a licensed reading specialist is repealed.

A pupil may be suspended or expelled for repeated refusal to obey school rules or for violent behavior while coming to or from school.

The habitual truant definition would be used as the attendance standard for the Learnfare program starting with the 1996-1997 school year. Learnfare is expanded by phasing in 8-9 year olds the fall of 1995 and 6-7 year olds the fall of 1996.

School districts would be allowed to receive medical assistance funds for certain health care services provided in schools to children who are eligible for medical assistance. DHSS would promulgate rules which cover all public schools, charter schools and early childhood programs for developmentally delayed and disabled 4- and 5-year old children.

Your Committee recommends that the Board:

1. Support a regular state aid payment schedule which would reduce school district cash flow shortfalls.

2. Support a revised revenue limit which will provide sufficient funds to cover the Qualified Economic Offer and an inflationary increase in nonpersonnel costs.

3. Support the exclusion from revenue limits for all debt service.

4. Support an exclusion from revenue limits for instructional technology costs.

5. Support revision of the basis for revenue limits from actual experience to allowable limits.

6. Support revision of the school aid formula to make unexpended school funds aidable.

7. Support full tuition payment and sender aid for Chapter 220 interdistrict transfers and the maintenance of net payments supporting the intradistrict Chapter 220 choice program.

8. Support full funding for TABS in 1996-1997.

9. Support the instructional technology grant program.

* * * * *

(Item 3) Approval of an Intergovernmental Cooperation Agreement 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 150 school district members in support of financial equity among school districts and equal educational opportunity for every child. Associate members include the MTEA 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 1994-1995."

3. The legal issues are: (a) school spending is a function of property wealth, not local control and (b) the state does not rationally distribute funds as funding follows wealth rather than need (conclusion of feasibility study attached).

4. The budget of the Association in preparation for litigation is summarized below:

	Source of Funds			Use of Funds	
Year	Projected Assessment	Projected Amount	Cumulative	Estimated Cost	Cumulative
1994-95	.5¢/M	$240,445	$240,455	$63,000	$63,000
1995-96	.7¢/M	$353,451	$593,906	$502,500	$565,500
1996-97	.8¢/M	$424,144	$1,018,050	$458,400	$1,023,900
1997-98	.2¢/M	$111,338	$1,129,388	$103,100	$1,127,000

TOTAL	2.2¢/M	$1,127,000	$1,129,388	$1,127,000	$1,127,000

If funds collected exceed the cost at the conclusion of the Association's efforts, a proportionate refund will be made to all participating districts.

5. Management of the litigation would be governed by the Intergovernmental Cooperation Agreement. That agreement (attached) would require the signature of the Board President and Clerk. Section 5 entitled, "Governance" delegates management authority and responsibility for the conduct of litigation (majority vote) to the steering committee. To date all actions of the steering committee have been unanimous.

Strategic Plan Compatibility Statement

6. The recommendations support all three Board goals of academic achievement, equity and fiscal responsibility.

Statute, Board Policy or Rule Statement

7. The recommendations are consistent with the resolution of intent to participate in litigation and the legislative initiatives previously approved by the Board.

Fiscal Impact Statement

8. The assessment of 1/2 cent per thousand of taxable property will cost MPS $70,224.27 which is equivalent to 25¢ on a $50,000 home. This assessment assumes that litigation will be initiated and all member districts will participate. Currently, there are 150 member districts and the estimated four year cost of litigation is $1,127,000. Obviously, the assessment in future years could change depending on actual litigation costs and the number of participating districts. The litigation budget assumes both a trial and an appeal regardless of the outcome at the trial level.

Implementation and Assessment Plan

9. 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. If those factors are not addressed and revised in order to provide equity and equal educational opportunity in the 1995 state budget, the steering committee intends to recommend that litigation be initiated. A constitutional challenge of the current school finance system is expected to take three to four years for ultimate resolution.

The Superintendent recommended:

1. That the Board approve the Intergovernmental Cooperation Agreement and authorize the Board President and Clerk to sign it on behalf of the Board.

2. That the Board authorize the expenditure of funds in the School Operations Contingent Fund earmarked for this purpose in the amount of $70,224.27 for the purpose of paying MPS assessment for 1994-95

Your Committee forwards this item to the Board out of Committee without recommendation.

* * * * *

Director Sinicki moved to suspend Board Rule 1.07 to consider the report.

A two-thirds vote being required to suspend the Rules, the motion failed of adoption, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—Directors Johnson and Todd—2.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Approval of Administrative Appointments and Promotions

Superintendent's recommendation

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

(r)	Juan Cardona	Assistant Principal Forest Home Avenue School	Schedule III, Range 10D $42,500
(r)	Yvette Rodriguez	Assistant Principal Maryland Avenue School	Schedule III, Range 10D $44,380
(r)	Natalie Longworth	Senior Budget Analyst Department of Finance	Schedule III, Range 8A $62,147
(r)	Andrew Patterson	Principal Hayes Bilingual Elementary School	Schedule III, Range 13D $56,500

(nr) Non-resident
(r) Resident

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

* * * * *

(Item 2) Recommendations regarding Approval of Leaves of Absence

Superintendent's recommendation

The Superintendent recommends approval of the following leaves of absence effective as of the dates indicated:

	Present	Effective
Illness Leave, to January, 1995:	Assignment	From
Richard Falk	Milwaukee Tech	November 17, 1994
Candiace Henderson	Webster	November 2, 1994
Shirley Lambert	Hamilton	November 1, 1994
Bonnie Lea	Psychological Services	September 13, 1994
Bruce Sauter	Vincent	December 1, 1994
Faye Ellen Thom	Grantosa	September 3, 1994
Illness Leave, to June, 1995:		
Ruth Ann Guthmann	Psychological Services	January 3, 1995
Annie Stewart	Kluge	November 22, 1994
Personal Leave, to June, 1995		
Jacqueline Walker	Alternative Education	January 23, 1995

Elizabeth Vandewalle	EESS Center	January 23, 1995

Personal Leave, to January, 1996

Erin Krause	Fratney	January 5, 1995

Maternity Leave, to June, 1995:

Ann Lange	LaFollette	January 3, 1995
Despina Miller	Morse	March 7, 1995
Jacalyn Oliva	Clarke	January 9, 1995
Ann White	Malcolm X	January 19, 1995

Sabbatical Leave, to June, 1996:

Elaine Drinan-Wolf	Audubon	August, 1995
Nancy Hillman	Cass	August, 1995
Ann Liedl	Fratney	August, 1995
Arlene Ramm	Maple Tree	August, 1995
Ellen Ritter	Psychological Services	August, 1995
Ethel Spang	Hawley	August, 1995

Study Leave, to June, 1995:

Cathleen Charrey	EESS Center	January 23, 1995

Extension of Maternity Leave, to June, 1995

Bonnie Lynn Book	Leave	January 23, 1995
Peggy Chase Drana	Leave	January 23, 1995
Chieh Li	Leave	January 23, 1995
Jody Merchant	Leave	January 23, 1995
Barbara Moeser	Leave	January 23, 1995
Therese Nennig	Leave	January 23, 1995

Extension of Maternity Leave, to January, 1996

Mary Brueckner	Leave	January 23, 1995
Judy Hafemeister	Leave	January 23, 1995

Extension of Illness Leave, to June, 1995

Darlene Kinsey	Leave	January 23, 1995
Bonnie Lea	Leave	January 23, 1995
Anthony Long	Leave	January 23, 1995
Joseph Moore	Leave	January 23, 1995
Karen Nettesheim	Leave	January 23, 1995
Frank Shepich	Leave	January 23, 1995
Clare Siems	Leave	January 23, 1995
Sue Smith	Leave	January 23, 1995
Pamela Suggs	Leave	January 23, 1995
Veronica Tinnon Stinson	Leave	January 23, 1995
Carol Weiss	Leave	January 23, 1995

Extension of Personal Leave, to June, 1995:

Charlotte Foryan	Leave	January 23, 1995
Cathleen Lewandowski	Leave	January 23, 1995
Dona Palmer	Leave	January 23, 1995
Christi Weiland	Leave	January 23, 1995
Maralyn Wellauer	Leave	January 23, 1995

Extension of Personal Leave, to January, 1996:

Susan Fossali	Leave	January 23, 1995

Director Lucey moved to approve the Superintendent's recommendations.

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

Ayes—7; Noes—0.

* * * * *

(Item 3) Authorization to Create an Additional Position of Personnel Analyst and an Additional Position of School Secretary I within the Department of Human Resources

Administration's Analysis

1. In August of 1993, the Board adopted a policy requiring the Department of Human Resources to conduct criminal background checks on all candidates for appointment. This major responsibility was assigned to the Department of Human Resources without the addition of any support staff.

2. Approximately 17% of the background checks received by Human Resources contain information which requires additional research. These situations have required a significant amount of staff time to be spent on follow-up with various law enforcement agencies and the courts in conducting this research.

3. A substantial amount of these follow-up investigations result in the disclosure of information which excludes the applicant from consideration for employment. Rejected applicants frequently appeal these rejections through various channels. Responding to these appeals has consumed additional staff time.

4. Compliance with the Board policy requiring criminal background checks for all candidates for appointment has dramatically increased the workload of the Department of Human Resources.

Policy changes at the State, County, and Municipal levels as well as increased public sensitivity to the issue, have substantially increased the number of reports being received regarding illegal activities on the part of current employees. This has resulted in the need to devote a significant amount of staff resources to the acquisition of documents from the District Attorney, Clerk of Courts, House of Corrections, Sheriffs Office, Department of Probation and Parole, and other reporting agencies.

The increased volume of reports has been accompanied by a similar increase in the devotion of staff time to evaluating of information, record keeping, conducting disciplinary procedures, and responding to appeals. The staff time devoted to these responsibilities negatively impacts upon the department's ability to provide support for our schools in meeting the educational needs of students.

Strategic Plan Compatibility Statement

5. The recommendations under this proposal are consistent with the Board's goal of student achievement and the strategic objective of maintaining schools as safe, orderly, and nurturing places for students to learn.

Statute, Board Policy or Rule Statement

6. Board policy requires the Department of Human Resources to conduct crime information records checks through the Wisconsin Department of Justice, and other appropriate agencies.

7. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

8. $32,000 will be transferred from the contingency fund to support the salaries of the two new positions for the period March 1, 1995, through June 30, 1995. The two new positions will then be requested in the Department of Human Resources budget for the 1995-1996 fiscal year.

Implementation and Assessment Plan

9. The Board's approval of these positions will result in the ability of Human Resources to devote sufficient resources to effectively comply with the Board's directive on criminal background checks, without there being a deleterious effect on other areas of service to the schools, and the community at large.

Superintendent's recommendation

That the Board authorize the creation of a Personnel Analyst position and an additional School Secretary I position within the Department of Human Resources and that $32,000 be transferred from the School Operations Contingent Fund to the appropriate accounts to fund the positions.

Board Clerk Noeske reported Item 3, a recommendation regarding authorization to create an additional position of personnel analyst in school secretary I position, pages 40 through 41.

Director Lucey moved to approve the Superintendent's recommendations.

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

Ayes—7; Noes—0.

* * * * *

(Item 4) Approval of an Intergovernmental Cooperation Agreement relating to the Disbursement of General Obligation Bonds for School Purposes

Administration's Analysis

1. At it's meeting of August 25, 1993, the Board approved an Intergovernmental Cooperation Agreement which funded projects totaling $35 million for deferred maintenance and remodeling at Lincoln Center Middle School of the Arts. These funds were to be utilized over a five-year period and were incorporated into the Ten-Year Capital Plan adopted by the Board for FY94.

2. Since the defeat of the referendum on February 16, 1992, the Administration has been seeking other means to implement the facility needs identified by the document Facilities Master Plan: 1992-2001. This has included discussions with the City of Milwaukee relative to inclusion of expansion of capacity projects in the City of Milwaukee borrowing efforts for MPS. These discussions have now resulted in an agreement which would permit expansion of capacity projects at pre-existing owned or non-owned buildings. These projects will be identified and discussed in detail with the Board at a meeting of the Strategic Planning and Budget Committee tentatively scheduled in late February to discuss the Ten-Year Capital Plan.

3. On January 24, 1995, the Common Council authorized borrowing of funds in the amount of $12.5 million for school purposes. These funds included $6.0 million for deferred maintenance projects and $6.5 million of expansion of capacity projects. The funds for deferred maintenance were previously approved by the Common Council as part of the agreement in FY94, while the expansion of capacity funds were a new authorization.

Strategic Plan Compatibility Statement

4. 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

5. The Board is authorized to enter into and approve an Intergovernmental Cooperation Agreement as required by Section 66.30 Wisconsin Statutes.

Fiscal Impact Statement

6. Funds generated by this agreement have been included in the proposed Ten-Year Capital Plan for FY96. Individual projects for deferred maintenance will be identified and included as part of the FY96 budget materials.

Expansion of capacity projects will require additional appropriations in future years to permit completion. Total estimated additional funds required to complete these projects amount to $24 million. Negotiations with City officials will continue to secure future commitments prior to award of contracts.

Implementation and Assessment Plan

7. Expansion of capacity projects will be implemented during the time frame appropriate to that project over the next three years. Preservation of capacity projects (deferred maintenance) will be included as part of the annual contract schedule with completion during both fiscal year and calendar year 1996.

8. Appropriate reporting requirements are included in the agreement to ensure compliance with spending restrictions and project completion in a timely manner. These requirements are identical to those currently in use as part of the FY94 agreement.

Superintendent's recommendations

1. That the attached Intergovernmental Cooperation Agreement between the Board of School Directors and the City of Milwaukee relative to borrowing funds for school purposes be approved.

2. That the Administration continue discussions with the City to secure adequate future funding for the completion of the expansion of capacity projects.

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 5) Adoption of a Resolution Authorizing the Borrowing of Funds from the Board of Commissioners of Public Lands

Administration's Analysis

1. At its meeting on May 25, 1994, 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 first 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 1995. 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 was included in the Ten-Year Capital Plan approved as part of the budget for FY95.

Implementation and Assessment Plan

6. This is 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

Board Clerk Noeske reported Item 5, page 44, regarding adoption of a resolution authorizing the borrowing of funds form the Board of Commissioners of public lands.

Director De Bruin moved to approve the Superintendent's recommendation.

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

Ayes—7; Noes—0.

* * * * *

(Item 6) Authorization to Make Purchases

Superintendent's recommendations

The Superintendent recommends the following sole source purchases:

SS-124 Auto/Cad Lab (Chapter 1) & Upgrade of Business Lab (South Division High School)

Milwaukee PC (MPS standard) for 17 each IBM compatible model 486DX work stations, networking, installation and training (This upgrade is a continuation of a three-year technology plan for the Chapter 1 program at the school.) $48,960

Apple (Microage Computer) for 24 each Macintosh LC475 student stations (to replace an existing typewriter classroom for keyboarding and word processing) $35,025

SS-125 Application Development LAN (Information Systems)

IBM Computer (Entre or Ameridata) for 21 each IBM 300 Series PC's to replace 1975 vintage terminals for application development staff. (These units will enable the computer programmers to be more productive by utilizing both mainframe and PC applications via the same machine) $68,369

Director Lucey moved to approve the Superintendent's recommendations.

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

Ayes—7; Noes—0.

* * * * *

(Item 7) Approval of a Contingent Fund Transfer to Provide Supplementary Funding for the Innovative Schools Development Process and to Support the Opening of New Schools

Administration's Analysis

1. In June, 1994, the Board of School Directors gave authorization for the administration to receive and evaluate proposals related to innovative options for operating schools. The process is intended to support the implementation of three to five proposals annually. The process is as follows:

- Proposals for *Innovative Options for Operating Schools* must be established within the framework of the K-12 Teaching and Learning Principles and Goals and the School to Work initiative for the Milwaukee Public Schools. Proposals must also support the three Board goals of student achievement, equity, and fiscal responsibility. The proposals must address new ways to operate schools, not just a program change.

- An *Innovative Schools Committee* was appointed by the Superintendent and is composed of teachers (MTEA), parents, administrators, and the business community. The Innovative Schools Committee reviews proposals and suggests to the Superintendent those that should receive further consideration. When a proposal is turned down by the Innovative Schools Committee, the MTEA may offer to work with the proposal developers on a revised proposal.

- Parties who are interested in submitting a proposal must complete a proposal abstract and send it to the Office of the Deputy Superintendent for review by the Innovative Schools Committee. If the abstract is approved by the Innovative Schools Committee, the group submitting the abstract is invited by the Superintendent to develop a full proposal by responding to the questions contained in the RFP entitled *Innovative Options for Operating Schools: Request for Proposals*. The group is eligible for $7,500 to support the development of the proposal.

- If the full proposal is accepted by the Innovative Schools Committee, it is forwarded to the Superintendent with a recommendation that it be presented to the Board of School Directors for implementation. Following Board approval, the proposal developers may submit a plan and budget requesting up to $75,000 to support implementation.

2. The funds used to provide the support to innovative options for operating schools are contained in a research and development (R&D) line. For FY95, the Board approved $300,000 in this line.

3. As of this date, eight proposal abstracts were recommended by the Innovative Schools Committee for further development and were allocated $7,500 each. All were submitted by groups of MPS staff members, parents, and community members. In addition, the proposal developers for Hayes Bilingual School and the Frances Starms School at the M/MA site were allocated $7,500 each to assist in developing their programs.

4. To date, two proposals have been approved by the Board for implementation in 1995-96. Grand Avenue Secondary School was approved in December, 1994, and Wisconsin Conservatory of Life-long Learning was approved in January, 1995. These two programs have submitted a budget request for funds from the R&D fund to assist in the development and implementation of their programs. A third proposal, The Milwaukee Village School, is before you at this time and, if approved, will also be eligible to apply for money from the R&D fund. There are two proposals in the final stages of preparation which we anticipate will be brought to the Board in March. These proposals, as well as the new Hayes Bilingual School and the Starms Center, will need funding to support their development and to provide released time this spring for opening new schools in the fall. However, the R&D line will have insufficient funds to support these needs.

Innovative Schools:
GRAND AVENUE SECONDARY SCHOOL
WISCONSIN CONSERVATORY
MILWAUKEE VILLAGE SCHOOL (tentative)
MILWAUKEE SCHOOL OF ENTREPRENEURSHIP (tentative)
NEW SCHOOL FOR COMMUNITY SERVICE (tentative)
New Schools:
STARMS CENTER FOR DISCOVERY
HAYES BILINGUAL SCHOOL

5. The administration is recommending a transfer of an additional $333,550 from the contingent fund in order to enable us to provide support to five innovative proposals this year, to support the development of several more proposals for possible implementation in the 1996-1997 school year, and to provide release time for staff to prepare for the start-up of new schools.

6. The administration is extremely pleased by the interest generated by this process and the response to the request for proposals.

Strategic Plan Compatibility Statement

7. The Innovative Schools process supports the district's efforts to move the organizational structure of the school system to a system of schools, as described in the document, *Education for the 21st Century*, adopted by the Board of School Directors on March 30, 1994.

Statute, Board Policy or Rule Statement

8. This action adheres to the policies of the Board of School Directors, Section D, *Fiscal Management.*

Fiscal Impact Statement

9. The request is for a transfer of $348,550 from the Contingent Fund to the Research and Development fund. The contingent fund balance is $1,638,483.

Implementation and Assessment Plan

10. This action will allow the administration to support the implementation of five *Innovative Schools* proposals for the 1995-96 school year. Each innovative school is required to have an evaluation component which includes the district accountability measures.

Superintendent's recommendation

That $348,550 be transferred from the Contingent Fund to the Research and Development Fund to Provide Supplementary Funding for the Innovative Schools Development Process and to Support the Opening of New Schools.

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 8) Approval of Fund Transfers to Purchase Adopted Reading and German Texts

Administration's Analysis

1. At its meeting on February 16, 1995, the Committee on Instruction and Community Relations recommended the adoption of reading and German texts and directed the administration to prepare the

necessary fund transfers to purchase the texts. This matter is before the Board this evening as Item 1 of the Report of the Instruction and Community Relations Committee.

2. The estimated cost for the 1994-1995 budget is $1,700,000. As indicated on the attached fiscal note, the administration is recommending that $392,000 be transferred from the Teacher Reserve Fund and $1,308,000 from the Medical Insurance fund to purchase the texts and related supplementary materials.

Superintendent's recommendation

That $392,000 be transferred from the Teacher Reserve Fund and $1,308,000 from the Medical Insurance fund to purchase reading and German texts and related supplementary materials.

Director Lucey moved to approve the Superintendent's recommendations.

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

Ayes—7; Noes—0.

* * * * *

(Item 9) Approval of a Contract to Manage the School Selection Initiative

Administration's Analysis

1. As part of the FY 1995 Budget, the Board adopted funding for a School Selection Initiative. Funding was set at $100,000.

2. The purpose of the initiative would be to provide a high level analysis of what it would take to implement a system of public school choice. It would identify the issues needing to be addressed to implement such a system, including required changes in state law, MPS policies and procedures, collective bargaining agreements and transportation. It would outline possible alternatives for administering such a system. It would identify the administrative mechanisms needed to allow schools to expand and contract as needed.

Desired features of such a system would include:

- All students would have a high likelihood of attending the public school they select;
- Budget and administrative mechanisms, whereby oversubscribed schools can automatically grow and under subscribed schools can automatically contract or evolve to better serve their students;
- Equitable allocation of resources that reflect the amount reasonably needed to provide the student with an adequate and appropriate education;
- An improved means of matching the educational interests and philosophy of teachers with the educational interests and philosophy of the administrators and other teachers with whom they serve in a school;
- Means for encouraging parents to participate in the selection process; and for those younger students whose parents fail to participate in the selection process, a means for exercising choice on behalf of the student based upon the student's individualized needs (e.g. an educational guardian).

3. A Request for Proposal (RFP) was issued in October 1994. The firm retained for this project is expected to perform, as a minimum, the following:

- Facilitate and provide administrative support for a broadly based group of community leaders, parents, government officials, and MPS staff charged with conducting the study.
- Identify relevant state Law MPS policies and procedures, and collective bargaining agreements that would have to be addressed.
- Identify budgetary and administrative issues associated with administering a new system.

- Identify changes that would need to be incorporated into the MPS Facilities Plan.
- Propose a time line and plan for implementing the study's recommendation.

Forty-Six (46) firms were solicited, four (4) firms responded.

4. Two (2) firms were scheduled for further interviews. The interview panel was composed of MPS staff, school principals, and community representatives. The interview panel recommended Leabman and Associates to the Superintendent.

Strategic Plan Compatibility Statement

5. The School Selection Initiative addresses Board Goals of Student Achievement and Fiscal Responsibility. Expanding parental choice and matching educational programs with the needs of students will bolster student performance. Allocating resources to support parental choice conforms with the goal of fiscal responsibility.

Statute, Board Policy or Rule Statement

6. Board policy regarding purchasing and building requirements require School Board approval for all purchases or contracts in excess of $50,000.

Fiscal Impact Statement

7. Funding for the Initiative is in the FY95 budget. The recommended proposal is at a cost not to exceed $ 84,000 leaving $16,000 remaining.

Implementation and Assessment Plan

8. Pending School Board approval, the initiative is expected to be completed by June 1995. The Superintendent will review the initiatives and recommendations and forward any policy modifications to the School Board for approval in August, 1995.

Superintendent's recommendation

That the Board approve a contract with Leabman and Associates for an amount not to exceed $84,000 for work to be performed on the School Selection Initiative.

Board Clerk Noeske reported Item 9, pages 50 and 51, regarding the approval of a contract to manage the school selection initiative.

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Small, Sinicki, Todd and Lucey—6.

Noes—None.

Voting "present"—President Bills—1.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of January 30; January 31; February 1; February 15; and February 20, 1995 at 9:00 AM and 2:00 PM.

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

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

COMMUNICATIONS

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

Communication from Public Accountants regarding the Board's policy on the distribution of proceedings.

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

By Director Johnson:

WHEREAS, The Milwaukee Public School is presently operating under cost controls; and

WHEREAS, These cost controls do not provide for additional expenditures for new, innovative school projects; and

WHEREAS, The Milwaukee Public Schools has developed a Facilities Master Plan, and

WHEREAS, The Milwaukee Public Schools took the Facilities Master Plan out to the public in a referendum; and

WHEREAS, The public overwhelmingly rejected the referendum; and

WHEREAS, The Milwaukee Public Schools is still in need of classroom space, repairs and maintenance of its facilities; and

WHEREAS, The Milwaukee Public Schools has expenditures in excess of $45 million for transportation; and

WHEREAS, Many of these children are transported primarily because there are no schools close to where they live; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools will revisit its Facilities Master Plan; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will build schools where children live.

Referred to the Strategic Planning and Budget Committee.

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 School' 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.

Referred to the Legislation, Rules and Policies Committee.

By Director Johnson:

WHEREAS, The Milwaukee Public Schools is one of the largest employers in the state of Wisconsin; and

WHEREAS, The Milwaukee Public Schools contract for many of its services; 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.

Referred to the Finance and Facilities Committee.

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 will approach institutions of higher education to revise their curriculum standards for teacher preparation to meet the needs of all children.

Referred to the Personnel and Negotiations Committee.

By Director Johnson:

WHEREAS, The Milwaukee Public Schools has developed and instituted the K-12 curriculum; and

WHEREAS, The K-12 curriculum is a powerful tool for educating children; and

WHEREAS, The K-12 curriculum requires that we continually change how we educate children, and

WHEREAS, Our student population is continually changing; and

WHEREAS, Many of the cultural experiences of our children are different from those supported by our historical curriculum; and

WHEREAS, Many of the textbooks have not been modified to meet the needs of our diverse student population; and

WHEREAS, The Department of Public Instruction requirements for progression through the grades and graduation from High School may not be consistent with what is relevant to our diverse student population; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools will review Department of Public Instruction curriculum requirements to determine their value and relevance to our student population; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will develop curriculum models within the K-12 curriculum that will more appropriately serve the needs of and be more relevant to our diverse student population; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will pursue changes with the Department of Public Instruction to its curriculum requirements.

Referred to the Instruction and Community Relations Committee.

By Director Johnson:

WHEREAS, The Milwaukee Public Schools Board is responsible for developing a Legislative Agenda; and

WHEREAS, The 1993-1994 School Board Directors developed a Legislative Agenda for that school year; and

WHEREAS, It is the 1994-1995 school year and the Board has not developed a Legislative Agenda; now, therefore, be it

RESOLVED, That the 1994-1995 Board of School Directors will develop a Legislative Agenda to be forwarded to the State Delegation.

Referred to the Legislation, Rules and Policies Committee.

The Board recessed from 7:10 to 7:20 PM and from 8:02 to 8:10 PM.

The Board adjourned at 8:35 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 1995

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

Present—Directors Johnson, Lucey, Sinicki, Small and President Bills—5.

Absent and excused—Directors De Bruin and O'Neil—2.

Absent—Director Todd—1.

Vacancy on Board—1.

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

February 23, 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, February 27, 1995, at 6:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on the settlement of a lawsuit in which the district is currently involved, to wit, Bufkin v. Board of School Directors.

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.

This meeting immediately precedes a meeting of the Strategic Planning and Budget Committee scheduled for 7:00 PM this same evening.

Nancy R. Noeske
Director

Director Small moved that the Board 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 motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:39 PM.

The Board adjourned from executive session at 7:20 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 29, 1995

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

Present—Directors De Bruin, Johnson, Lucey (6:13 PM), O'Neil, Sinicki, Small and President Bills—7.

Absent—Diurector Todd—1.

Vacancy on Board—1.

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

March 24, 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 PM, Wednesday, March 29, 1995, in Committee Room 103 of the School Administration Building, 5225 West Vilest Street, Milwaukee, Wisconsin, for the purpose of discussing and potentially acting upon the Board's position relative to the negotiations for interdistrict student transfer agreements under Subchapter VI. of Chapter 121, Stats., (commonly known as "Chapter 220") with various suburban school districts.

Pursuant to the provisions of sec. 19.85(1)(e), Stats., the Board may vote to convene in closed session to consider the above matter in order to formulate negotiation strategies relative to the Board's position on the negotiations for Chapter 220 interdistrict student transfer agreements with various suburban school districts.

The Board may reconvene in open session for action on matters considered in closed session. The Board will also convene its regularly scheduled monthly Board meeting after the conclusion of this special meeting.

NANCY R. NOESKE
Director

Director De Bruin moved that the Board retire to executive session in order to formulate negotiation strategies relative to the Board's position on the negotiations for Chapter 220 interdistrict student transfer agreements with various suburban school districts.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Sinicki, Small and President Bills—4.

Noes—Director Johnson—1.

The Board retire to executive session at 6:09 PM.

The Board adjourned from executive session at 7:03 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 29, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 7:07 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki, Small, Todd (7:47 PM) and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Board observed a moment of silence for Willie Cobbins and Andwar Griffin, MPS students who were killed during the month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

March 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

Awards and Recognitions

It is my pleasure to present to the Board the following state championship winners for recognition.

The Rufus King High School chess team took first place in the 1995 State High School Championship at the University of Wisconsin-Oshkosh, on March 18, 1995. This is the second year in a row that King finished first in the state. In fact, this is the eighth time in the past nine years that the King chess team won the championship. Members of the team are Edmundo Cervera, Fue Her, Kyle Tucker, Mike Mueller, and Jerry Jorgenson. The coach is Clyde Salyards. The chess team will go to Chicago in April to compete in the National High School Chess Championship.

The Washington High School girls basketball team won the WIAA Division 1 state girls basketball championship in Madison on March 11, 1995. Washington's sixth ranked team in the state beat the undefeated second ranked team from La Crosse Central in an overtime game with a score of 72-56. The Washington team won the first back-to-back championship title in the history of the state's Division 1 girls basketball tournament.

Ms. Pam Kruse is Washington's coach. She is the first girls basketball coach and the first female coach in Wisconsin to win four state championships. The Associated Press named her the state's Coach of the Year.

Dee Dee Pate, a junior at Washington High School, and Tanisha Boston, a senior at Bay View High School, were named to the first team of the Girls All-State High School Basketball Team. Tavia Horton, a senior from Washington, was named to the second all-state team.

The Rufus King High School boys basketball team won the WIAA Division I state boys basketball championship in Madison on March 18, 1995. King defeated Watertown in the final championship game with a score of 77-62. King's coach is Mr. Jim Gosz.

The Milwaukee Trade and Technical High School beat Janesville's Craig High School in the WIAA Division 1 state boys basketball quarter final match by a score of 63-56. They went on to play Rufus King in the semifinals. Tech's team is coached by Mr. Win Parkinson.

The following students were named to the Boys All-State High School Basketball Team:

Diante Flenori	Senior	Rufus King	first team
Cyrus Caldwell	Senior	North Division	second team
Lucius Washington	Senior	Rufus King	third team
Corey Reed	Senior	Rufus King	third team
Troey McEuens	Senior	Milwaukee Tech	Honorable Mention

Congratulations to all of the students, coaches, and entire "school families" on these tremendous achievements!

Sincerely,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

March 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Excellence in Education Award

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

Mr. Jerrell Braxton
School Social Worker

Mr. Jerrell Braxton has been with the Milwaukee Public Schools for almost six years. In January, 1992, after only one year of service, he was selected as the Most Promising Social Worker for MPS. This year, his colleagues in the Milwaukee Public Schools named him School Social Worker of the Year. He is very respected among his colleagues and these honors alone attest to that fact.

Mr. Braxton is assigned as a school social worker at the Milwaukee High School of the Arts and Roosevelt Middle School. According to the principals of these two schools, he is extremely efficient and prompt in responding to referrals. He works beyond the call of duty in providing service to students and their families and it is evident that he really cares about our "kids."

In addition to his regular responsibilities as a school social worker, Mr. Braxton has established an African-American male support group called, Brothers of Kwanza, at both Roosevelt Middle School and the Milwaukee High School of the Arts. Over 100 boys are involved with the group which focuses on helping African-American male youth succeed in school and preparing them for success beyond their high school years. According to the principal of one of the schools, this program would not have been implemented without Mr. Braxton's leadership and dedication.

One of the components of the Brothers of Kwanza program involves the students earning beads for a necklace. Students earn beads for regular school attendance, for improving their grade point average, and other positive activities. Those students who have earned enough beads to make a complete necklace serve as mentors and are looked up to by the other students in the group. Teachers in the schools have commented about the positive changes they have seen in the students involved in the program.

Mr. Braxton has also worked cooperatively with colleagues from the University of Wisconsin-Milwaukee in designing an inservice program entitled, "Working Effectively with the African-American Male Student." The program is offered as one of MPS' staff development courses.

I would ask that the Board of School Directors and the entire school community join me in recognizing Mr. Jerrell Braxton for his outstanding contributions to the school district and for his unwavering dedication to the students of the Milwaukee Public Schools.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 3)

March 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

On Friday, March 24, 1995, the House of Representatives passed HR 1214 which rescinds the National School Lunch Act of 1946 and authorizes the School-Based Nutrition Block Grant. HR 1214 is the successor legislation to HR 4 which was presented to the Legislative Rules and Policies Committee at its February, 1995 meeting.

The superintendent requests that the Board of School Directors take a position regarding this legislation as the U.S. Senate begins its deliberations next month.

Under the current funding mechanism, the school lunch and school breakfast programs are federal entitlements and are performance based, meaning that districts are reimbursed for actual meals served to students. Under the block grant, funds will be shifted to the states and the total dollars will be capped. Further, national nutrition standards will be eliminated, thereby compromising the nutritional integrity of these programs.

Concerns regarding this block grant approach to funding school lunch and breakfast programs include:

- The School Nutrition Block Grant guarantees only 80 percent of current funding levels because the governor can transfer up to 20 percent of the funds provided into other programs.
- There is no guidance in the legislation on how a governor would distribute the funds within a state. Local school boards and school food service authorities will not know in advance how much funding there will be to support local child nutrition programs.
- The Block Grant does not allow local school districts to respond to recessions, local economic downturns, or changes in school enrollment.
- Legislation does not define what a meal is, or provide for any minimal national nutrition standards.

It is the position of the Superintendent that school nutrition is an integral part of the educational day. Children, regardless of where they live in this country, need certain nutrition requirements to think, grow and learn and become positive members of society. School districts need an adequate level of funding to be able to provide nutritious lunches and breakfasts to their students, regardless of their economic status.

The administration is, therefore, recommending that the Milwaukee Board of School Directors oppose the School Based Nutrition Block Grant Program, and communicate this opposition to our U.S. Senators, as well as the President.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration later with Item 1 of the Report on the Legislation, Rules and Policies Committee.

COMMUNICATIONS FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item 1)

March 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on February 22, 1995, the Board unanimously voted to renew the employment contract of Superintendent Howard Fuller through June 30, 1997, in accordance with provisions of the State Statutes requiring that employment agreements expire on June 30 of an odd-numbered year and that they not exceed two years [sec. 118.24 (1), (2)(c)-(f), (6) and (8), Stats]. The extension of the employment agreement through June 30, 1997 was offered subject to whatever addenda the Board, through mutual agreement with the Superintendent, might choose to execute from time to time.

Section 118.24 (6) of the Statutes requires the Superintendent to notify to Board of his acceptance of the offered extension no later than March 31, 1995.

Please be advised that Dr. Howard Fuller, in a letter dated March 7, 1995, advised the Board President of his acceptance of the extension of his employment agreement. A copy of Dr. Fuller's letter is attached.

NANCY R. NOESKE, PH.D.
Director

Received and ordered placed on file.

(Item 2)

March 29, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the Board approve the appointment of the following individual to the classification indicated, effective upon assignment following approval by the Board. The position is currently vacant.

(r) Brenda E. Hampton	Administrative Assistant I Office of Board Governance	Schedule III, Range IA $35,500

(r) Resident

This appointment is contingent upon satisfactory completion of the criminal background check and the medical examination.

Copies of Ms. Hampton's resume are available for review, should Board members so desire.

NANCY R. NOESKE, PH.D.
Director

Director Small moved to approve the appointment.

The motion prevailed, the vote being as follows:

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

Noes—None.

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) Adoption of a Position Statement Opposing Federal Bill HR 4, relating to reduction of commodity support and reducing eligibility for free and reduced price meals

Administration's Analysis

1. The purpose of this communication is to provide information about the Personal Responsibility Act (PRA) which was introduced on January 4, 1995, and given the designation HR 4.

2. An analysis by the American School Food Service Association (ASESA) of the PRA is included as an attachment. Briefly, the major points of the act are:

- Funding including commodity support, would decrease by approximately 17% in FY 96, and erode further in FY 97;
- Funding for child nutrition education programs would be eliminated;
- Raises eligibility limits for reduced meals from 130 percent of poverty guidelines to 185 percent of poverty guidelines. Many students currently receiving free or reduced meals would no longer be eligible. ASFSA estimates a reduction of 22%.

3. While the current child nutrition programs have an income security component, they are basically nutrition programs aimed at preparing children to learn. Hungry children do not learn as well as healthy, nourished children.

4. The Wisconsin Association of School Boards and the American Association of School Boards have expressed opposition to HR 4. The Administration has expressed opposition to H.R.4. The Administration is recommending that the Milwaukee Board of School Directors pass a resolution in opposition to H.R.4.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the Board Goal of Student Achievement as healthy, well-nourished students are better prepared to learn.

Statute, Board Policy or Rule Statement

6. Not applicable.

Fiscal Impact Statement

7. There is no fiscal impact for the Board. However, passage of H.R.4. could require the local tax payer to fund a portion of the School Nutrition program.

Implementation and Assessment Plan

8. The Administration will monitor the legislation as it develops and responds appropriately.

Your Committee recommends that the Board adopt a position opposing the passage of H.R.4.

* * * * *

(Item 2) Report and Approval of Recommendations on the Governor's Education Initiatives in the 95-97 Executive Budget and the Impact on MPS (Assembly Bill 150)

The Executive Budget Bill (summary of Education and Training Section attached) was introduced and referred to the Joint Committee on Finance. The Committee will review the bill and make recommendation to the Assembly. At this time, we have not received a copy of the actual bill. In order to provide you with a summary of the bill's provisions, I have had to rely on the analysis of the bill and the budget in brief produced by the State Budget Office. I will provide you with additional relevant information as it becomes available.

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 has 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 1993-1994, MPS would have received a 31% increase in school aid and credits while the state average increase would have been 52%.

REVENUE LIMITS

Revenue limits are made permanent and the allowable per pupil increase of $194 for 1995-96 is made permanent for all districts with per pupil revenues exceeding $5,200 in 1995-1996, or $5,500 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 is excluded, but several categorical aids are included. Revenue limits continue to be based on actual revenues rather than allowable limits. Unexpended school funds remain unaidable.

FAILING SCHOOLS

The Governor would allow MPS 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

The Governor would allow every district to establish any number of charter schools. Current law which provides that charter schools be instrumentalities of the district and require a charter school to use only district employees would be repealed. Current restrictions on collaboration with other school districts and agencies to establish and operate a charter school are repealed. Current restrictions on conversion of private schools and per pupil spending limits are repealed. MPS is authorized to convert a sectarian private school to a charter school. A school board may reassign staff when existing schools are converted to a charter school. Employees of a charter school may vote to establish a bargaining unit, but bargaining over conversion or staffing is prohibited.

CONTRACTING FOR EDUCATIONAL SERVICES

The Governor would allow MPS to contract with any person for management, operations and services (including licensed teachers). MPS would also be authorized to contract with nonprofit private schools and agencies for educational services.

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 4 years and may be renewed for additional 4-year periods.

TEACHER TENURE

Under current law, teachers employed at a public school located in MPS are permanent employees after a continuous and successful 3-year probation. In Milwaukee County suburban districts, teachers become permanent employees upon the gaining of a 4th contract in the school or school system after a continuous and successful 3-year probation period. This bill repeals both permanent employment status provisions.

PRIVATE SCHOOL CHOICE

The Governor would expand the current Milwaukee Parental Choice program to sectarian schools and increase the enrollment limits to 3,500 in 1996-97, 5,500 in 1997-1998 and impose no limit thereafter. The current income limit of 175% of poverty would continue. Tuition payments of $3,209 (in 1995-1996) plus annual inflation would be paid from Chapter 220 intradistrict aid to MPS beginning in 1996-1997. The students would be counted for equalization aid as though they were enrolled at MPS. As a result, MPS will not experience a net aid loss attributable to participation in this program if enrollment is constant. However, MPS will experience a loss in aid equal to the net increase in tuition paid in any year as the tuition is paid a year before the aid is received.

CHAPTER 220/PUBLIC SCHOOL CHOICE

The Chapter 220 intradistrict program is maintained, but the per pupil amount will be set at the 1995-96 level plus an inflationary (CPI) increase. The purpose of this provision is to prevent a windfall increase as state aids approach 2/3 of costs. A similar provision is applied to the voucher amount in the Milwaukee Parental Choice Program as the intradistrict aid will be used to pay for those vouchers. The students are counted for MPS equalized aid.

The Chapter 220 interdistrict program is maintained with two changes that will reduce payments to suburban districts beginning in 1996-1997. They are the elimination of bonus aid and a $7,000 limit on per pupil tuition. Sender aid is maintained and all Chapter 220 funds continue to be drawn from the equalized aid appropriation.

The Governor would create an interdistrict public school choice program which would allow any pupil to attend any public school beginning in 1996-1997. Tuition in an amount agreed by the sending and receiving district would be paid by the sending district. The student would be counted for aid in the sending district.

A district may reject an application for attendance if space is not available or if the pupil is involved in a disciplinary proceeding. The sending district may also prevent a pupil involved in a disciplinary proceeding from transferring to another district. A pupil would not be allowed to transfer if his/her attendance would violate a plan to reduce racial imbalance or would be harmful to efforts to achieve racial balance. The viability of this program in conjunction with the Chapter 220 interdistrict plan is not clear.

MPS SUPERINTENDENT AND BUSINESS MANAGER

The current requirements that the MPS superintendent and business manager be licensed by the state superintendent are repealed.

DEPARTMENT OF PUBLIC INSTRUCTION/EDUCATION

The Governor would change the name of DPI to the Department of Education headed by a cabinet secretary effective July 1, 1996. The new DOE will assume existing responsibilities of DPI and HEAB and the state superintendent would report to the secretary. About 132 of 700 DPI jobs would be eliminated. DOE would administer state aid payments. The powers of CESAs will be expanded.

PUPIL ASSESSMENT

Current law requires each school board to administer pupil assessment examinations adopted or approved by the state superintendent to all pupils enrolled in the 8th and 10th grades. The budget bill expands the statewide assessment program to 4th grade starting in 1997.

CATEGORICAL AIDS AND GRANTS

Major categorical aids and programs are retained including the MPS desegregation settlement funded programs, bilingual aids, children at risk aid, P5 grants and MPS professional development grants. Several minor aids and grants are eliminated.

TABS is funded for 1995-1996 only.

A new instructional technology matching grant program ($4 million) is provided beginning in 1995-96.

MISCELLANEOUS

The compulsory school attendance age is reduced from 18 to 17.

An interdistrict enrollment options program is created whereby a pupil who takes one course in his/her district of residence may also take courses in another school district. If a school district decides to subcontract work that would otherwise be performed by employees in a collective bargaining unit for which a representative is recognized or certified, and the decision is primarily related to the wages, hours or conditions of employment of employees in the bargaining unit, the school district must first bargain collectively with the representative concerning that decision.

This bill provides that the statutory duties and powers of school boards are to be broadly construed to authorize any action that is within the comprehensive meaning of the terms of the duties and powers, if the action is not prohibited by federal or state law.

School boards are authorized to use 2% of payroll for performance recognition awards for employees.

The area within 1,000 feet of a school would be established as a "Violence Free Zone" in which penalties for violent offenses would be increased.

Funds are provided to staff the boot camp program scheduled to open December 1995, and to administer a contract for a boot camp aftercare program.

The current requirement that each school board must employ a licensed reading specialist is repealed.

A pupil may be suspended or expelled for repeated refusal to obey school rules or for violent behavior while coming to or from school.

The habitual truant definition would be used as the attendance standard for the Learnfare program starting with the 1996-1997 school year. Learnfare is expanded by phasing in 8-9 year olds the fall of 1995 and 6-7 year olds the fall of 1996.

School districts would be allowed to receive medical assistance funds for certain health care services provided in schools to children who are eligible for medical assistance. DHSS would promulgate rules which cover all public schools, charter schools and early childhood programs for developmentally delayed and disabled 4- and 5-year old children.

Your Committee recommends that the Board:

1. Support a regular state aid payment schedule which would reduce school district cash flow shortfalls.

2. Support a revised revenue limit which will provide sufficient funds to cover the Qualified Economic Offer and an inflationary increase in nonpersonnel costs.

3. Support the exclusion from revenue limits for all debt service.

4. Support an exclusion from revenue limits for instructional technology costs.

5. Support revision of the basis for revenue limits from actual experience to allowable limits.

6. Support revision of the school aid formula to make unexpended school funds aidable.

7. Support full tuition payment and sender aid for Chapter 220 interdistrict transfers and the maintenance of net payments supporting the intradistrict Chapter 220 choice program.

8. Support full funding for TABS in 1996-1997.

9. Support the instructional technology grant program.

* * * * *

(Item 3) Approval of an Intergovernmental Cooperation Agreement 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 150 school district members in support of financial equity among school districts and equal educational opportunity for every child. Associate members include the MTEA 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. The legal issues are: (a) school spending is a function of property wealth, not local control and (b) the state does not rationally distribute funds as funding follows wealth rather than need (conclusion of feasibility study attached).

4. The budget of the Association in preparation for litigation is summarized below:

	Source of Funds			Use of Funds	
	Projected	Projected		Estimated	
Year	Assessment	Amount	Cumulative	Cost	Cumulative
1994-95	.5¢/M	$240,445	$240,455	$63,000	$63,000
1995-96	.7¢/M	$353,451	$593,906	$502,500	$565,500
1996-97	.8¢/M	$424,144	$1,018,050	$458,400	$1,023,900
1997-98	.2¢/M	$111,338	$1,129,388	$103,100	$1,127,000
TOTAL	2.2¢/M	$1,127,000	$1,129,388	$1,127,000	$1,127,000

If funds collected exceed the cost at the conclusion of the Association's efforts, a proportionate refund will be made to all participating districts.

5. Management of the litigation would be governed by the Intergovernmental Cooperation Agreement. That agreement (attached) would require the signature of the Board President and Clerk. Section 5 entitled, "Governance" delegates management authority and responsibility for the conduct of litigation (majority vote) to the steering committee. To date all actions of the steering committee have been unanimous.

Strategic Plan Compatibility Statement

6. The recommendations support all three Board goals of academic achievement, equity and fiscal responsibility.

Statute, Board Policy or Rule Statement

7. The recommendations are consistent with the resolution of intent to participate in litigation and the legislative initiatives previously approved by the Board.

Fiscal Impact Statement

8. The assessment of 1/2 cent per thousand of taxable property will cost MPS $70,224.27 which is equivalent to 25¢ on a $50,000 home. This assessment assumes that litigation will be initiated and all member districts will participate. Currently, there are 150 member districts and the estimated four year cost of litigation is $1,127,000. Obviously, the assessment in future years could change depending on actual litigation costs and the number of participating districts. The litigation budget assumes both a trial and an appeal regardless of the outcome at the trial level.

Implementation and Assessment Plan

9. 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. If those factors are not addressed and revised in order to provide equity and equal educational opportunity in the 1995 state budget, the steering committee intends to recommend that litigation be initiated. A constitutional challenge of the current school finance system is expected to take three to four years for ultimate resolution.

The Superintendent recommended:

1. That the Board approve the Intergovernmental Cooperation Agreement and authorize the Board President and Clerk to sign it on behalf of the Board.

2. That the Board authorize the expenditure of funds in the School Operations Contingent Fund earmarked for this purpose in the amount of $70,224.27 for the purpose of paying MPS assessment for 1994-95

Your Committee forwards this item to the Board out of Committee without recommendation.

* * * * *

Separate consideration was requested of Items 1, 2 and 3.

Item 1, relating to a position statement opposing Federal Bill HR 4, having been set aside for separate consideration, Director Small moved to adopt the report.

The chair ruled that the Superintendent’s communication was now before the Board for action.

Director De Bruin moved to substitute the Superintendent's recommendation for that of the committee.

The Superintendent's recommendation was substituted for that of the Committee, the vote being as follows.

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

The question being on adoption of the Superintendent's recommendation, it was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

Item 2, relating to positions on the Governor' s budget, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director De Bruin moved to amend the report by adding the following items:

10. Reaffirm the Board's 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.

11. Support a system of public school choice offering parents diverse and meaningful public school parental choices which meet the individual needs of students.

12. Reaffirm the Board's position on charter schools as stated in the resolution introduced by Director Christine Sinicki and adopted by the Board in January 1992, including the limitations therein; with the understanding that systemic reforms and public school choice are the goals of MPS, not a system of private for-profit schools.

13. Support the right of all employees, including those in charter schools, to organize and collectively bargain, and to earn a family-supporting wage.

14. Support a school district's authority to close and reconstitute low performing schools, thereby reaffirming support for the Board's system for accountability adopted in March 1994.

Director Lucey requested separate consideration of item 10.

There being no objection, the request was granted.

The question being on amending the report by adding item 10, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Sinicki, Small and President Bills—4.

Noes—Directors Lucey and Todd—2.

Temporarily absent—Director Johnson—1.

Director Todd requested permission to change his vote from “no” to “aye.”.

There being no objection, the request was granted.

Director Small requested separate consideration of items 11 through 14.

There being no objection, the request was granted.

The question being on amending the report by adding item 11, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Temporarily absent—Director Johnson—1.

The question being on amending the report by adding item 12, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki and President Bills—4.

Noes—Directors Small, Todd and Johnson—3.

The question being on amending the report by adding item 13, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

The question being on amending the report by adding item 14, Director Todd moved to amend the amendment by replacing the word “local” with the words “school district.”

The amendment was adopted by consensus.

The question being on adoption of item 14, the motion prevailed, the vote being the same as that preceding:

Ayes—7; Noes—0.

Director Johnson moved to amend the report by adding Number 15, which states that the Milwaukee Board of School Directors rejects the Governor’s proposal to allow MPS to contract with any for profit person or entity for the management and operation of schools.

The amendment was adopted, the vote being as follows:

Ayes—Directors Johnson, Sinicki, Small, Todd and President Bills—5.

Noes—Directors De Bruin and Lucey—2.

Director Johnson moved to amend the report by adding Item 16 to read, ”That the Milwaukee Board of School Directors rejects the expansion of the Milwaukee parental choice program beyond 5500 seats.

The amendment was adopted, the vote being as follows:

Ayes—Directors Johnson, Sinicki, Small and Todd—4.

Noes—Directors De Bruin, Lucey and President Bills—3.

Director Johnson moved that the Milwaukee Board of School Directors reject the Governor’s proposal and waive the requirement that the current Superintendent be licensed by the State and that it be waived for all future Superintendents and Business Managers.

After discussion, Director Johnson withdrew his motion.

Director Johnson moved to amend the report by adding the words “that the MPS Board supports maintenance of the compulsory school attendance age at 18.”

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

Ayes—Directors Johnson, Small and Todd—3.

Noes—Directors De Bruin, Sinicki and President Bills—3.

Voting “present”—Director Lucey—1.

Director Todd moved to amend the report by adding Item 17 to read, ”That the Board opposes alternative use of Chapter 220 transportation funding as currently stated in the Governor’s budget.”

Director De Bruin moved to amend the amendment to insert the word “intradistrict” after the words “Chapter 220”.

The motion failed for lack of a second.

The question being on Director Todd’s amendment, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Voting “present”—Director Lucey—1.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

Item 3, regarding the approval of an Intergovernmental Cooperation Agreement, having been forwarded to the Board without recommendation, Director Johnson moved to approve the Superintendent's original recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—Directors Johnson and Todd—2.

* * * * *

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:

(Item 1) Acceptance of the Deloitte & Touche Management Letter on accounting, administrative and operating Matters and direction to the administration to proceed with the action plans identified in the District's response

Background

1. At its meeting on December 5, 1994, the Committee received an interim management letter prepared by the district's external auditor, Deloitte & Touche. The final management letter has now been completed.

2. The District's response to the recommendations of Deloitte & Touche has been incorporated in the management letter, which has been attached to the minutes of your Committee's meeting of March 9, 1995.

Your Committee recommends that the Board accept the Deloitte & Touche Management Letter and direct the administration to proceed with the action plans identified in the District's response.

* * * * *

(Item 2) Acceptance of the Teacher Evaluation Process Audit Report and direction to the administration to implement the audit report recommendations

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance—Internal Audit. Included in the plan was an audit of the teacher evaluation process.

2. The current contract between the Milwaukee Teachers' Education Association and the Milwaukee Board of School Directors identifies the procedures that the district utilizes to evaluate teachers. As part of the teacher evaluation process, the district also issues a letter which identifies the purpose of the evaluation as a positive activity designed to improve performance, clarify performance expectations, and identify creative suggestions to increase teacher effectiveness.

3. The audit report has been organized to address four major areas of the teacher evaluation process. The four report sections are:

a. teacher evaluation performance measurements and documents;
b. contract compliance;
c. teacher evaluation procedures; and
d. efficiency and effectiveness measures relative to the current teacher evaluation process.

4. The audit has been completed and has been attached to the minutes of your Committee's meeting of March 9, 1995.

Your Committee recommends that the Board accept the Teacher Evaluation Process Audit Report and direct the administration to implement the audit report recommendations.

* * * * *

(Item 3) Acceptance of the Follow-up Audit Report on the Principals' Other Compensation Audit and action on the Superintendent's Implementation Report

Background

1. At its meeting on August 31, 1994, the Board approved an annual plan of audits for the Office of Board Governance—Internal Audit. 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. The follow-up audit report has been completed and has been attached to the minutes of your Committee's meeting of March 9, 1995, along with the Superintendent's Implementation Report.

Your Committee recommends that the Board accept the Follow-up Audit Report on the Principal Other Compensation Audit and accept the Superintendent's Implementation Report, Items 2 through 8.

* * * * *

(Item 4) Final Review and Approval of Revisions to the Board's Policy Manual relating to the Audit Function

Background

At its December 1994 meeting, as part of the general review of the Board's policies, the Committee recommended the following new policies relating to the audit function to the Board for adoption. The Board, at its meeting on December 21, 1994, returned to policies to committee for further review.

XA—ADOPTION OF ANNUAL AUDIT PLAN

The Board of School Directors shall adopt an audit plan each year. Audits not ordered in the audit plan, but later determined to have major implications to the district, will require Board approval to amend the annual plan of audits. The Director of the Office of Board Governance shall have the authority to approve critical and emergency audits during the year.

XB—EXTERNAL CONTRACTOR/AGENCY AUDITS OF THE DISTRICT

The Office of Board Governance shall be responsible to coordinate and monitor all Board-requested audits and program evaluations performed by external contractors and agencies. Audit and program evaluation contracted services shall be awarded in accordance with Milwaukee Public School's usual contracting policies and procedures and, if required by policy, be recommended for approval to the Board by the Audit Committee.

Your Committee recommends that the Board adopt policies XA and XB.

* * * * *

(Item 5) Interim Report on the Exceptional Education Audit

Your Committee reports having received an interim report on the Exceptional Education Audit. The report has been attached to the minutes of your Committee's meeting of March 9, 1995.

Separate consideration having been requested of Items 2 and 4, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

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

Director Lucey moved to amend the recommendation to delete all the words beginning with the word "implement" and to substitute the words "respond to the audit report recommendations at the next meeting of the Audit Committee".

The amendment was adopted, the vote being as follows:

Ayes—Directors Lucey, Sinicki, Small and Todd—4.

Noes—President Bills—1.

Abstaining from voting—Directors De Bruin and Johnson—2.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors Lucey, Sinicki, Small, Todd and President Bills—5.

Noes—None.

Abstaining from voting—Directors De Bruin and Johnson—2.

President Bills reported Item 4, relating to the adoption of audit policies, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Johnson moved to amend policy XA to state, "The Director of the Office of Board Governance shall have the authority to recommend critical and emergency audits during the year to the Board for approval".

After discussion, Director Johnson withdrew his motion and moved a new amendment to state: "The Director of the Office of Board Governance shall have the authority to recommend critical and emergency audits during the year to the Board President and Chair of the Audit Committee for approval.

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

Ayes—Director Johnson—1.

Noes—Directors De Bruin, Lucey, Sinicki, Small, Todd and President Bills—6.

The question being on adoption of the report, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—Directors Johnson and Todd—2.

* * * * *

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Sinicki presented the following report for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Collective Bargaining Negotiations and Litigation Matters

Pursuant to the provisions of Wisconsin Statutes 19.85 (e) and (g), your Committee reports having retired to executive session to consider collective bargaining negotiations strategy and to confer with legal counsel with regard to litigation in which the Board may become involved with respect to the following matters:

a) Negotiations with the Milwaukee Teachers' Education Association (Teachers) for a successor contract; and

b) The Early Retirement Supplement and Benefit Improvement Plan with the Administrators' and Supervisors' Council.

* * * * *

(Item 2) 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 presented a report to the Committee recommending the following appointments, promotions, reinstatement and changes in status, effective as of the dates indicated.

Your Committee recommends that the Board approve the following classified appointments, promotions, reinstatement and changes in status. effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Lem Bonds School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Felicia Davis EESSC	School Secretary I $19,947.98/yr. (Replacement for transfer)	01-16-95
Charlesetta Jackson School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Marian Jackson Lloyd	Clerk Typist I $13,251.11/yr. (Replacement for leave)	01-03-95
Alisa Johnson EESSC	Clerk Typist I $15,982.46/yr. (Replacement for resignation)	02-20-95
Evelyn Lopez Fratney	Clerk Typist I $13,251.11/yr. (Replacement for resignation)	02-07-95
Servando Martinez School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Terry McKee School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Maria Navone School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Keith Parkansky	Local Area Network Specialist Human Resources $40,000.00/yr. (New position)	02-27-95
Kathryn Rein School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.) (Replacement for promotion)	01-05-95
Gregory Rucks School Safety	School Safety Assistant $14,780.48/yr. (New position)	02-02-95
Robert Schnick Wright	Boiler Attendant Trainee $21,078.46/yr. (Replacement for termination)	01-16-95

APPOINTMENTS, continued

Richard Silah School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
Leah Smith Happy Hill	Clerk Typist I $13,251.11/yr. (Replacement for transfer)	01-03-95
Tangia Stegall School Safety	School Safety Assistant $14,780.48/yr. (New position)	01-17-95
John Stone, III Finance	Programmer $35,000.00/yr. (New position)	03-06-95
Judith Wahls Fritsche	Boiler Attendant Trainee $21,078.46/yr. (Replacement for resignation)	01-16-95
Diane Williams Wright	Clerk Typist I $13,251.11/yr. (Replacement for retirement)	02-20-95

PROMOTIONS

Jeanene Ashley-Torrence Brown	School Secretary I $15,157.33/yr.	02-09-95
Audry Battiste Lady Pitts	School Secretary I $15,157.33/yr.	02-09-95
Greg Beck Franklin	School Engineer II $33,506.72/yr.	02-13-95
Judith Benz Urban Waldorf	School Secretary I $15,157.33/yr.	02-23-95
Lonnie Brown Malcolm X	Boiler Attendant Trainee $21,078.46/yr.	01-03-95
Joseph Devereaux Fac. & Main.	Plumbing Foreman $56,947.50/yr.	11-21-94
Sharon Dudek Fernwood	Food Service Manager II $14,078.40/yr.	01-03-95
Debra Grabowski Kosciuszko	Building Service Helper II $20,038.46/yr.	01-03-95
LeCrystal Griffin Garden Homes	Food Service Manager III $15,480.97/yr.	11-17-94
James Griswold	Building Service Helper II	01-03-95

Lincoln Middle	$20,038.46/yr.

PROMOTIONS, continued

James Hadlock Marshall	Food Service Manager II $13,568.64/yr.	02-15-95
William Hagerty Milwaukee Tech.	Building Service Helper II $20,038.46/yr.	02-13-95
James Haug Fac. & Main.	Laborer Foreman $41,355.00/yr.	11-21-94
Lenouliah Jiles EESSC	School Secretary I $18,270.72/yr.	02-13-95
Linda Jones 27th	Food Service Manager III $17,771.91/yr.	08-24-94
Marilyn Kontowski Student Services	School Secretary I $18,270.72/yr.	01-16-95
Gary Kuehn Fac. & Main.	School Engineer I $29,836.56/yr.	01-03-95
Gregory Laskowski Morse	Boiler Attendant Trainee $21,078.46/yr.	01-03-95
Audrey Lewis Siefert	School Secretary I $15,157.33/yr.	01-13-95
Karen Lorbeske Dover	Food Service Manager III $14,648.64/yr.	01-03-95
Gary Mehlberg Cass	School Engineer II $33,506.72/yr.	02-13-95
David Miller Bell	Boiler Attendant Trainee $21,078.46/yr.	01-03-95
Deborah Moody Washington	Building Service Helper II $20,038.46/yr.	02-13-95
Daniel Nerad Fac. & Main.	Steamfitter Foreman $56,947.50/yr.	12-05-94
Ulla Pinion Hartford	School Secretary I $15,157.33/yr.	01-27-95
Cheryl Polka Sherman	School Secretary I $15,157.33/yr.	02-23-95
Stephanie Prescott School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	01-05-95
Margaret Reinke Roosevelt	School Secretary I $15,157.33/yr.	02-23-95
Sergio Rentas	Food Service Manager II	01-11-95

Keefe	$13,568.64/yr.

PROMOTIONS, continued

Patricia Rich Grant	Food Service Manager III $18,127.17/yr.	01-11-95
Karen Roussy South Division	Food Service Manager VI $21,140.94/yr.	01-11-95
Louis Savage Fac. & Main.	School Engineer I $29,836.56/yr.	01-03-95
Joyce Schultz School & Comm. Services	School Secretary I $18,270.72/yr.	01-02-95
Virgel Scott Palmer	Food Service Manager II $13,568.64/yr.	02-15-95
Duane Senner Fac. & Main.	School Engineer I $28,640.04/yr.	01-03-95
Eric Seny Warehouse & Dist. Services	Material Handler I $25,842.70/yr.	02-27-95
Tarzan Sims Fac. & Main.	Sheet Metal Foreman $51,277.50/yr.	12-05-94
Mary Stelloh Milwaukee Ed. Center	School Secretary I $15,157.33/yr.	02-23-95
Jerry Turner Fac. & Main.	Carpenter Foreman $46,215.00/yr.	01-30-95
Julia Viltz-Jackson Starms	School Secretary I $15,157.33/yr.	02-09-95
Jean Vitrano South	School Secretary I $15,157.33/yr.	02-23-95
Bonnie Williams School Nutrition	Food Service Manager Trainee $8.37/hr.($11,190.69/yr.)	01-05-95
Eva Williams Finance	Programmer $28,774.72/yr.	01-03-95
Debra Yerkes MacDowell	Food Service Manager II $13,568.64/yr.	02-15-95
Judy Zlotocha Webster	Food Service Manager VII $22,089.79/yr.	01-25-95

REINSTATEMENT

Richard Sadowski Lincoln Middle	Boiler Attendant $28,334.28/yr.	12-27-94

CHANGES IN STATUS

Migdalia Aviles EESSC	Handicapped Children's Asst $11,274.31/yr.	01-03-95
Teresa Broaden North Division	School Secretary I $19,257.33/yr.	01-03-95
Gloris Coleman Washington	Food Service Manager VI $24,862.26/yr.	01-23-95
Daryl Delaney School Safety	School Safety Assistant $14,780.48/yr.	12-12-94
Glenda Dennison School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Cleophus Dillahunty School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Glenn Hall School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Phillip Holidy School Safety	School Safety Assistant $14,780.48/yr.	01-17-95
James Ingram School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Carolyn Johnson Parent/Student Services	School Secretary I $18,270.72/yr.	12-19-94
Richard Johnson School Safety	School Safety Assistant $14,780.48/yr.	01-17-95
Kevin Jordan, Sr. School Safety	School Safety Assistant $14,780.48/yr.	01-17-95
Diane Kubatzki Greenfield	Clerk Typist I $13,251.11/yr.	12-08-94
Patricia Lewis Muir	School Secretary I $21,233.68/yr.	01-03-95
Malcolm Liston Whitman	Handicapped Children's Asst $11,274.31/yr.	01-10-95
Carl Love School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Gregory McBeath EESSC	Handicapped Children's Asst $11,274.31/yr.	02-14-95
Angela McLaughlin School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Jacqueline Nelson	School Secretary I	01-03-95

Barton	$15,157.33/yr.

CHANGES IN STATUS, continued

Preston Rolland School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Gloria Rodriguez School Safety	School Safety Assistant $14,780.48/yr.	01-03-95
Debra Thames Gaenslen	Handicapped Children's Asst $11,274.31/yr.	01-12-95
Gayle Traut Ed. Research & Prg. Assm.	School Secretary I $23,189.66/yr.	02-27-95
Derrick Washington School Safety	School Safety Coordinator $25,378.02/yr.	01-03-95
Tammie Wesley School Safety	School Safety Assistant $14,780.48/yr.	01-17-95
James Zajdel Fac. & Main.	Plant Operation Serviceman $31,944.90/yr.	01-23-95

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(Item 3) Approval of Certificated Appointments

Your Committee recommends that the Board approve the following appointments effective as indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 22, 1994, and October 4, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Melissa M. Mannion Spanish	B	24,413	0	10-03-94
	Effective between October 5, 1994, and October 17, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Carla Y. Riley Grade 3	B	24,413	0	10-05-94
	Effective between October 31, 1994, and November 10, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Michael B. Lunney Elementary	B	26,854	2	11-01-94
	Effective between November 11, 1994, and November 23, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Dawn M. Duvall Elementary	B	24,413	0	11-22-94

Effective between November 24, 1994, and December 7, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Holly A. Bendfelt EC:EEN	BB	25,634	0	11-28-94
(nr)	Stephen B. Grimm Music	B	25,634	1	12-02-94
(r)	Douglas E. Paul Music/Instrumental	B	26,854	2	12-05-94

Effective between December 21, 1994, and January 12, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Louise A. Benson Guidance	BB	25,634	0	01-03-95
(nr)	Anne E. Curtis Grade 5	B	24,413	0	01-10-95
(nr)	Maureen R. Ebben Elementary/Gr. 1	B	24,413	0	01-06-95
(r)	Joan S. Filardo Grade 3	B	24,413	0	01-06-95
(r)	Elizabeth C. Franks Grade 3	B	26,854	2	01-03-95
(r)	Lea A. Lockheart Grade 2	B	24,413	0	01-03-95
(r)	Terri L. Toninato Phy. Ed./Health/Swim	B	28,075	3.5	01-03-95
(r)	Alan L. Vey E. D.	B	28,075	3	01-03-95
(r)	Jean A. Walsh-Doud K-5	B	28,075	3	01-12-95

Effective between January 13, 1995, and January 26, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Matthew F. Barton E. D.	B	24,413	0	01-23-95
(r)	Lane J. Braun Upper Elem./Math	B	24,413	0	01-23-95
(r)	Kimberly F. Brunt Elementary	B	24,413	0	01-23-95
(r)	Thresessa D. Childs EC:EEN	B	24,413	0	01-23-95

Effective between January 13, 1995, and January 26, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Ramon E. Evans Elementary	B	24,413	0	01-17-95
(r)	Nelson Foley Elementary	B	24,413	0	01-23-95
(nr)	Janel C. Frarck Mathematics	B	24,413	0	01-23-95
(r)	Anthony C. Frontier Upper Elem./Soc. Studies	BB	25,634	0	01-23-95
(r)	Robert D. Kolinski Chemistry	BB	28,197	2	01-23-95
(r)	Lisa K. Koshak Physical Education	B	24,413	0	01-23-95
(r)	Theresa R. Kruschke Spanish	B	24,413	0	01-23-95
(nr)	Susan G. Liimatta Elementary	B	26,854	2	01-19-95
(r)	Tammy A. Luebke Upper Elem./Math	B	24,413	0	01-23-95
(r)	Nicole A. Maricque Elementary	B	24,413	0	01-17-95
(nr)	Kimberly A. Peltier Elementary	B	24,413	0	01-20-95
(nr)	Andrew J. Rossa Phy. Ed./Swim	B	24,413	0	01-23-95
(r)	Daniel G. Soiney BF Science	B	24,413	0	01-23-95
(r)	Michelle A. Starzyk EC:EEN	B	24,413	0	01-23-95
(r)	Patricia C. Stephens E. D.	B	32,958	7	01-23-95
(r)	Amy J. Vigorito Elementary	B	24,413	0	01-17-95
(r)	Maria L. Villodas Elem./Bilingual	B	24,413	0	01-23-95
(nr)	Diana M. Weitzel E. D.	B	24,413	0	01-23-95

Effective between January 13, 1995, and January 26, 1995, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Dawn M. Wilmington English/Journalism	B	32,958	7	01-23-95
(nr)	Deanna M. York Family Consumer Ed.	B	24,413	0	01-23-95

Effective between January 27, 1995, and February 8, 1995, inclusive:

(r)	Jeffrey J. Benkowski Soc. Studies/Reading	BB	33,324	6	02-01-95
(r)	Matthew E. Freiberg Upper Elem./English	B	24,413	0	01-30-95
(r)	Jennifer J. Van Wyhe L. D.	B	24,413	0	02-06-95

Effective between February 23, 1995, and March 7, 1995, inclusive:

(r)	Sandra B. Deshur L. D.	B	24,413	0	02-27-95

(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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(Item 4) Approval of Administrative Appointments and Promotions

Committee recommendation

Your Committee recommends that the Board approve the promotion of the following individuals to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Jonathon Leinfelder	Assistant Principal Thirty-eighth Street School	Schedule III, Range 10D $41,472
(r)	Ge Xiong	Hmong/Laotian Translator Division of Bilingual Multicultural Education	Schedule III, Range 00C $22,485

(r) Resident

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(Item 5) Approval of Certificated Leaves of Absence

Your Committee recommends that the Board approve the following leaves of absence, effective as indicated:

Illness Leave, to June, 1995:	Present Assignment	Effective From
Shirley Sherrer	Meir/Story	September 28, 1994
Personal Leave, to June, 1995		
Elizabeth Stang	Kosciuszko	January 31, 1995
Maternity Leave, to June, 1995:		
Pamela Oligney	Lancaster	February 27, 1995
Carol Rokni	Washington	February 23, 1995
Julie Sharpe	Dr. King	January 23, 1995
Sabbatical Leave, to June, 1996:		
Catherine Fitzpatrick	Pierce	August, 1995

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(Item 6) Acceptance Of The Report On Resignations

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

Your Committee recommends that the Board accept the report.

Name	Position	Effective Date
Barbara M. Begale	Principal	07-01-95
Marie A. Bodenbach	Teacher	12-15-94
Douglas E. Bugalski	Teacher	02-01-95
Maureen E. Corrao	Teacher	01-31-95
Mary Jo Dicristo	Teacher	01-20-95
Cherryl A. Erlandsson	Speech Path.	01-20-95
Carol J. Flescher	Teacher	01-19-95
Michelle G. Greb	Teacher	02-03-95
Susan R. Hanold	Teacher	01-19-95
Ann M. Hoffmann	Teacher	02-22-95
Leonard L. Irish	Counselor	03-03-95
Jean M. Jackson	Teacher	01-20-95
Susan W. Johnson	Ex. Ed. Mgr.	06-20-95
Tina R. Karnes	Teacher	12-09-94
Mary L. Kipfer	Teacher	01-20-95
Linda J. Kirchberger	Teacher	01-15-95
Cynthia J. Krause	Teacher	12-21-94
Josephine Lawrence	Coordinator	01-02-95
Cheryl L. Lindberg	Teacher	01-20-95
Ruth S. Mahre	Teacher	12-06-94

Donna T. O'Shea-Dorn	Teacher	12-21-94
Rosemarie Paradowski	Teacher	12-23-94
Bessie E. Russell	Teacher	10-31-94
Bette A. Sass	Supervisor	01-27-95
Roland E. Strampe	Teacher	02-07-95
Allan A. Szivulka	Teacher	01-20-95
R. Luke Watson	Teacher	09-09-94
Vonna M. Watson	Teacher	02-10-95
Denise L. Welsh	Teacher	06-30-95
Laurie E. Winnig	Social Worker	01-20-95
Manfred G. Woch	Teacher	03-27-95
Janet R. Zwolinski	Teacher	01-20-95

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(Item 7) Deletion of A Name from the List of Appointed Teachers

In accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence without leave of a teacher for more than 45 days during a half year. The Superintendent advises your Committee of the absence without leave of the following teachers:

Cheryl Jones has been absent without leave from the Milwaukee Public Schools since August 29, 1994. No requests for any leaves of absence are on file. On February 9, 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.

Your Committee recommends that the Board authorize the deletion of the name of Cheryl Jones from the list of appointed teachers.

* * * * *

(Item 8) Recommendation to Schedule Discussion and Action on Approval of a Policy to Ban the Possession and Use of Pepper Spray for the April 20 Board Meeting

Administration's Analysis

1. Pursuant to sec. 941. 26 (4), Stats., as of October 1, 1994, persons 18 years and over may legally purchase and possess containers and devices which contain "a combination of oleoresin of capsicum and inert ingredients but does not contain any other gas or substance that will cause bodily discomfort" (pepper spray).

2. The Board adopted a modification to the student discipline plan to prohibit the possession or use of any chemical irritant or spray, such as pepper spray or other substance which can cause bodily discomfort or injury. This modification to the Board's discipline policy is contained in the *Parent/Student Handbook on Rights, Responsibility and Discipline.*

3. Consistent with the ban on possession or use of pepper spray by students, the administration finds it advisable for the Board to ban the possession or use of pepper spray at all times on Board premises by all persons. The ban furthers basic educational policy by teaching students by example that dangerous items such as pepper spray do not belong in the schools.

4. The Board is authorized to manage the use of its property. Uniform application of a ban against pepper spray by all persons at all times on Board premises is an appropriate management decision. The

Board's interest in managing its property in such a way as to promote safety and avert potential accidents outweighs any interest an individual may have in possessing or using pepper spray on Board premises.

Strategic Plan Compatibility Statement

5. The recommended policy to ban the possession or use of pepper spray on Board premises is consistent with Board Goal 1, Student Achievement - School Climate—schools will be safe, orderly and nurturing places for students to learn.

Statute, Board Policy or Rule Statement

6. The recommended policy is consistent with the Board's prior action to ban the possession or use of pepper spray by students. This ban is codified in the *Parent/Student Handbook on Rights, Responsibility and Discipline*.

7. Section 119.16 (1m) Stats., vests management of the school district in the Board and provides that the Board "shall have the possession, care, control and management of the schools, facilities operations, property and affairs of the school district." The recommended policy is consistent with the authority vested to the Board under the statutes.

8. Sections 119.18(1) and 120.13(1) Stats. grant power to the Board to make rules for the government and management of the schools which promote the good order and public usefulness of the public schools. Section 120.13(35) Stats. specifically recognizes the power of the Board to adopt rules applicable to persons who enter and remain in buildings operated by the Board. Section 120.13(35) Stats. also provides that persons (other than students, parents of students, employees, or representatives of employees) who enter or remain in buildings in violations of a Board rule may be subject to a fine.

Fiscal Impact Statement

9. The fiscal impact of the adoption and implementation of the recommended policy cannot be determined at this time. It is assumed that there will be costs associated with printing and distributing notices of the ban to Board employees and the public. To the extent possible, the costs will be absorbed in the FY 95 budget.

Implementation and Assessment Plan

10. Upon approval of the policy by the Board, the administration will inform all Board employees and members of the general public of the Board's ban on the possession or use of pepper spray on Board premises.

11. Employees will be further advised that to enforce the ban, disciplinary action will be taken against Board employees who violate it.

12. That the Chief of Police of the City of Milwaukee be informed that the Board has adopted a policy against possession or use of pepper spray at all times by all persons on Board premises and that violations of the policy may be referred to the police for appropriate police action.

Superintendent's recommendations

The Superintendent recommended that:

1. That the Board adopt the following policy:

No person shall possess or use pepper spray at any time on premises owned or rented by, or under the control of the Board. Any Board employee who violates this policy will be subject to discipline.

2. That the Board direct the administration to inform all persons of this ban.

Your Committee reports this matter out of Committee to the Board without recommendation, and recommends that it be considered for discussion and possible action at the Committee of the Whole portion of the April 20, 1995, Board meeting.

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(Item 9) Resolution by Director Todd to Develop a Program to Recruit African-American Male Teachers

Resolution

At its meeting on January 25, 1995, the Board referred the following resolution, which was introduced by Director Todd, to the Personnel and Negotiations Committee:

WHEREAS, The ethnicity of the children of the Milwaukee Public School system is greatly African-American and male; and

WHEREAS, The majority of the African-American male students have little contact with positive African-American male adults; and

WHEREAS, The vast majority of the aforementioned students give up on education by the third grade, and emulate other negative role models in the community; and

WHEREAS, African-American males make up less than 2% of teachers within the Milwaukee Public School District; and

WHEREAS, Education departments within the State colleges and universities have been unsuccessful in recruiting and retaining African-American males to train as teachers; now, therefore, be it

RESOLVED, The Milwaukee Public School District will actively recruit African-American males to assume teaching positions within the system; and be it

FURTHER RESOLVED, That the Milwaukee Public School District will establish a special retention program that will retain its African-American male teachers now employed by the district who have been openly recruited by suburban school districts.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 10) Resolution by Director Small to Establish a District-wide School Safety Task Force

Resolution

At its meeting on January 25, 1995, the Board referred the following resolution, which was introduced by Director Small, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Board of School Directors is committed to provide a safe school environment of our students and our employees; and

WHEREAS, School safety is a factor that greatly impacts upon attendance and achievement in all Milwaukee Public Schools; and

WHEREAS, The MPS three year Safety Plan which was implemented for the 1992-1993 school year will be reviewed in June of 1995; now, therefore, be it

RESOLVED, That the Department of School Safety appoint and convene a district wide School Safety Task Force composed of parents, students, teachers, building administrators and other community representatives empowered to assess and evaluate the district's model Safety Plan; and be it

FURTHER RESOLVED, That the School Safety Task Force make recommendations to the Board of School Directors regarding the implementation of the 1995-1996 School Safety Plan, and that the task force consider additional efforts to promote safety considering fiscal responsibility, such as

1) School Community Safety Team/Committee at each building;
2) Safety Department Training Program/Resource Center;
3) Safety Assistants for late hour school events;
4) Safety Newsletter; and
5) Gang Prevention Safety Unit composed of Safety Supervisor and assistants; and be it

FURTHER RESOLVED, That the School Safety Task Force present its review and recommendations to the Board of School Directors by May 1995, Board meeting.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Board expand the School Safety Committee to include parents, students and MTEA representatives, and that the Committee report to the Board in May.

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(Item 11) Resolution by Director De Bruin to Conduct One Time Criminal Background Checks of Current Employees

Resolution

At its meeting on January 25, 1995, the Board referred the following resolution, which was introduced by Director De Bruin, to the Personnel and Negotiations and Strategic Planning and Budget Committees:

WHEREAS, The Milwaukee Public Schools have provided our students with safe environments within which to learn, especially given the violence and problems that exist in many parts of our community; and

WHEREAS, The real, and perceived, safety of our schools is a substantial factor in the decision of parents to have their children attend MPS schools; and

WHEREAS, MPS should take reasonable precautions to protect our students from potential harm and to save our taxpayers from the costs that flow from tragedies and losses that could be avoided; and

WHEREAS, Criminal background checks of teachers were instituted in 1992 and were conducted through the Wisconsin Department of Justice; and

WHEREAS, In August 1993, the Board of School Directors adopted a policy requiring the Department of Human Resources to conduct a crime information check through the Wisconsin Department of Justice and other appropriate information sources in regard to new job applicants; and

WHEREAS, These recent policy changes have enhanced the safety of MPS's students and property; and

WHEREAS, MPS has in recent months learned of certain employees who were hired before background checks were required and whose employment may have been affected if their criminal backgrounds had been known; and

WHEREAS, The Superintendent has properly requested the assistance of law enforcement and penal agencies in alerting MPS when employees become involved in criminal wrongdoing, a function that MPS cannot do itself; and

WHEREAS, Most MPS employees' backgrounds have never been checked because they were hired prior to the recent policy changes requiring such checks; and

WHEREAS, The vast majority of MPS employees, who are honest, hard working and dedicated people, suffer when criminal activity affects MPS; and

WHEREAS, Individual determinations are required as to whether a past criminal record poses a risk to MPS' students or property; now, therefore, be it

RESOLVED, That the Superintendent is directed to ~~forthwith~~ initiate one-time criminal background checks through the Wisconsin Department of Justice and other appropriate crime information sources on those current employees whose criminal background has not previously been checked either through DPI or MPS; and be it

FURTHER RESOLVED, That the Superintendent recommend a process for evaluating the information gathered by these checks and for acting, on an appropriate case by case basis, when the nature of the criminal background reasonably required MPS to do so; and be it

FURTHER RESOLVED, That the Superintendent include in his proposed budget for FY 1996 reasonably sufficient funds to pay for the expense of any additional disciplinary proceedings, unemployment compensation claims and staff and consulting services that may be required as a result of this process.

Your Committee reports having given hearing to interested parties.

Your committee recommends:
1. That the Board adopt the resolution as amended above.

2. That the Board direct the administration to develop a plan to fund the criminal background checks and the evaluation of the background checks out of FY95 funds and that the plan be presented to the Board for consideration or action along with other proposals for the use of surplus FY95 funds.

* * * * *

(Item 12) Resolution by President Bills regarding a Student Responsibility Act

Resolution

At the Committee Chairs meeting on March 1, 1995, President Bills introduced the following resolution, which was referred to the Personnel and Negotiations Committee:

WHEREAS, Students who attend the Milwaukee Public Schools 90% of the time have on average 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 thereafter, 90% of the time or risk losing their school assignment; and
2) Student government has 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 government and the student government advisor.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted, with the understanding that the administration will provide additional information at the March 29, 1995, Board meeting.

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(Item 13) Approval of a Revised Asset Valuation Method and Amortization Period Recommended by the Administrative Committee for the MBSD Early Retirement Supplement and Benefit Improvement Plan

Administration's Analysis

1. At its meeting on November 1, 1994, the Administrative Committee for the MBSD Early Retirement Supplement and Benefit Improvement Plan (the "Plan") reviewed various methods presented by the Plan's actuary to smooth the valuation of plan assets. Smoothing techniques are customarily used for pension plans to cushion the fiscal impact of any major swing in the investment performance of plan assets. Such techniques are recommended in light of the Plan's asset allocation mix which has the potential for such swings in investment performance.

2. The required funding of the Plan for fiscal year 1995 was adversely affected by two situations. The first situation involved the investment performance of Plan assets which resulted in a $1.7 million loss. This downturn in performance was as a result of the decline in market interest rates which adversely affected the market value of the Plan's assets.

3. To smooth out the financial impact of this investment performance, the Plan's actuary recommended that a five year smoothing methodology be applied and then normal amortization over an eleven year period. The actuarial method currently used for the Plan would recognize the entire loss in fiscal year 1995 which will then be amortized over an eleven year period.

4. The second situation involved an adjustment in the years of service covered under the plan. This necessary adjustment resulted in a $3.4 million increase in required Plan funding.

5. The Plan's actuary recommended that the aforementioned $3.4 million be amortized over a 30 year period versus the current 11 year period used by the Plan.

6. The Administrative Committee unanimously concurred and recommends that the Board adopt the actuary's recommendations.

7. The following is comparison of what would occur in fiscal year 1995 if the Board continues the current methods and assumptions versus the aforementioned recommended changes.

	Current	Recommended
Employer Contribution	$1,280,006	$1,009,609
Employee Contribution	$ 326,276	$ 252,403
Total	$1,606,282	$1,262,012

8. In evaluating whether to take such action, it is customary to first review the funding status of the Plan. The Plan's actuary pointed out that the Plan's funding position as compared to the industry is considered to be sound in that it is funded near 100% of its accrued benefit obligation.

Strategic Plan Compatibility Statement

9. The recommended asset smoothing method and the increased amortization period will extend the time over which the Plan will be funded. The immediate effect will be to ease the pressure on available resources which can be directed to provide educational services.

Statute, Board Policy or Rule Statement

10. In accordance with the Plan document, the Board is responsible for determining the Plan's asset valuation methods and amortization periods.

Fiscal Impact Statement

11. The 1995 fiscal year budget for the Board's portion of the contribution to the Plan is $740,000. If the Board does not adopt the recommended changes, the contribution for fiscal year 1995 will be $1,280,006 which is $540,006 over budget. If the Board adopts the recommended changes, the contribution for fiscal year l995 will be $1,009,609 which is $269,609 over budget. As of this date, it is projected that the amount which exceeds budget can be offset by the projected favorable variance in the District's health insurance budget.

Implementation and Assessment Plan

12. The payment of the required Plan contribution will be made in fiscal year 1995.

Your Committee recommends:

1. That the Board approve the Administrative Committee's recommendation to change the amortization period from 11 years to 30 years effective July 1, 1994, solely as respects the increased contribution resulting from the adjustment of years of service data used by the Plan.

2. That the Board approve the Administrative Committee's recommendation to adopt a five year asset smoothing methodology effective July 1, 1993.

3. That the Board authorize the transfer $269,609 from the District's health insurance budget line to the budget line for the Plan.

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(Item 14) Final Review and Approval of Revisions to the Board’s Policy Manual, Sections G (Personnel), H (Negotiations) and J (Students)

History

1. This past June, the Board made a decision to update its rules and policies and to revise them where necessary. As a part of that decision, the Board agreed to the following definitions:

Rules determine the method in which the Board organizes itself and conducts business;

Policies provide the framework for the delivery of education to children. Policies represent the plan of action adopted by the Board through the mission statement, long term strategic plan and annual goals and objectives used to implement the strategic plan; and

Procedures establish direction for policy implementation and are developed by the administration.

2. The goals established by the Board for updating and revising its rules and policies were:
   a. To revise the structure of the Board's Rules so that they contain only bylaws; that is, the organization of the Board and the rules by which it operates.
   b. To revise the content of the rules, so that they reflect the current operations of the Board.
   c. To revise the policy manual by:
      • incorporating relevant sections deleted from the rules;
      • reviewing each policy to ensure that it is correct and appropriate;
      • removing administrative procedures from the rules and policies; and
      • developing a better indexing system so that policies can be located more readily, including a more streamlined computerized data base accessible to schools.
   d. To coordinate the development of an administrative procedures manual for those policies requiring written procedures.

3. The various Board Committees have been reviewing drafts of the proposed rules and policy revisions since late summer.

4. At its meting on January 17, 1995, the Committee asked the Board Governance Office and the Superintendent's staff to consolidate and streamline the policies and bring them back for review at the next meeting of the Committee.

5. A final draft of the proposed rules and policies revisions has now been prepared and is being transmitted to Board members under separate cover. It is recommended that the Committee determine which policies are ready for approval and forward them to the Board for action.

Strategic Plan Compatibility Statement

5. The proposed revisions will assist the Board in concentrating on policy issues and making decisions in the context of the broad policy issues involved.

Statute, Board Policy or Rule Statement

6. State statutes give the Board the authority to establish its own rules and policies.

Fiscal Impact Statement

7. The rules and policies revisions are being completed by existing staff and within current resources.

Implementation and Assessment Plan

8. Approval of the revised rules and policies are the culmination of an implementation plan approved by the Board in June of 1994.

Your committee reports having reviewed the proposed policies and given hearing to interested parties.

Your committee recommends:

1. That the Board delete policy GBC (Political Activities—Staff Participation) and paragraph C of Policy GCD (Contracts, Employee Benefits and Compensation Plans).

2. That the Administration review and advise the Board whether to keep or delete policy GCBA (Salary Schedules—Staff).

3. That the Board delete from policy and move to procedures the section on Hearing Procedures contained in policy GCPD (Suspension and Dismissal—Staff).

4. That the Board approve all of the proposed policies, Sections G (Personnel), H (Negotiations) and J (Students), including those as amended by the above recommendations.

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(ITEM 15) Affirmative Action Report

Your Committee reports having received an informational report from the Superintendent on the above matter. The report has been made a part of the minutes of your Committee's meeting of March 14, 1995.

Separate consideration having been requested of Items 3, 11, 12 and 14, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

Item 3, relating to teacher appointment, having been set aside for separate consideration, Director Sinicki moved to suspend Board Rule 3.12(4) and adopt the report.

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

Ayes—6; Noes—0.

Item 11, relating to criminal background checks, having been set aside for separate consideration, Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

Item 12, regarding a student responsibility act, having been set aside for separate consideration, Director Johnson moved to postpone consideration until the April 20, 1995 Board meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

Item 14, regarding policy revisions, having been set aside for separate consideration, Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Abstaining from voting—Director De Bruin—1.

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COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Small presented the following report for the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Instruction and Community Relations** presents the following report:

(Item 1) Recommendations with Respect to Textbook Adoptions for Use beginning with the 1995-96 School Year

Administration's Analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Section 2.07), 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 (School to Work) 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 2.07 Textbook adoptions. Section (1) Opening Subject Areas for Textbook Adoption, Section (2) Provisions for Evaluating Available Materials and Recommending Adoptions, and Section (3) Communications with Publishers.

Fiscal Impact Statement

10. The total estimated cost for textbook adoptions is $1,300,000. A portion of this amount has already been expended, per Board action in February, 1995, for the middle school reading and German immersion reading adoptions.

11. The recommendations are submitted with the understanding that the textbook purchases will be made from the 1995 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 1994-1995 budget due to Board action on February 22, 1995.

Your Committee recommends that the Board approve the following textbook adoptions in the subject areas indicated:

FRENCH IMMERSION READING

French Immersion Reading K-8

It is recommended:

1. That the following textbooks be approved for French Immersion Reading:

   Capsule 1, 2, 3
   Mondulo, 1994 - 1995

   Periscope 3
   Mondulo, 1994

   D'Images en Mots 4
   Mondulo, 1994

   D'Images en Mots 5
   Mondulo, 1995

2. That funds be approved for the development of pre-reading materials at the kindergarten level.

3. That funds be approved to have the books rebound by Wisconsin Book Binding.

4. That related supplementary materials and trade books be approved for use with the adopted textbooks.

MATHEMATICS

Mathematics - Advanced Math 3

It is recommended:

1. That the following textbooks be approved for Advanced Math 3:

   Calculus
   Heath, 1994

   Calculus from Graphical, Numerical and Symbolic Points of View
   Volumes 1 and 2
   Saunders College Publishing, 1995

2. That related supplementary materials be approved for use with the adopted textbooks.

COMPUTER EDUCATION

Computer Education - Computer Literacy

It is recommended:

1. That the following textbook be approved for Computer Literacy:

   Understanding Computers Through Applications
   Glencoe/McGraw-Hill, 1993

2. That related software templates, transparencies, videos, and laser disc support materials be approved with the adopted textbook.

SOCIAL STUDIES

Social Studies - American Government

It is recommended:

1. That the following textbooks be approved for American Government:

Government in America
McDougal Littell/Houghton Mifflin, 1996

Magruder's American Government
Prentice-Hall, Inc.

2. That related supplementary materials be approved for use with the adopted textbooks.

FAMILY AND CONSUMER EDUCATION

Family and Consumer Education - Fashion and Fabrics

It is recommended:

1. That the following textbook be approved for Fashion and Fabrics:

Clothing, by Jeanette Weber
Glencoe, 1990, ISBN 0-02-640161-4

2. That the teacher resource binder and teacher resource book be approved for use with the adopted textbooks.

Family and Consumer Education - Family, Food and Society

It is recommended:

1. That the following textbook be approved for Family, Food and Society:

Food For Today, by Helen Kowtaluk and Alice Kopan
Glencoe, 1994, ISBN 0-02-676162-9

2. That the following supplementary materials be approved for use with the adopted textbooks: Teacher Wraparound edition, Teacher's Classroom Resource which contains Color Transparency Package, TAE of Student Workbook, Food Science Resources, Multicultural Resources, Foods Lab Resources, Reteaching Activities, Enrichment Activities, Extending the Text, Section Quizzes, Chapter and Unit Tests, Lesson Plans.

Family and Consumer Education - Family and Community:

It is recommended:

1. That the following textbook be approved for Family and Community:

Families Today, by Connie Sasse
Glencoe, 1994, ISBN 0-02-676235-8

2. That the following supplementary materials be approved for use with the adopted textbooks: Teacher Wraparound edition, Teacher's Classroom Resource which contains Color Transparency Package, TAE of Student Workbook, TAE of Aids and Society, Exploring Relationships, Cooperative Learning, Building Academic Skills, Reteaching Activities, Enrichment Activities, Extending the Text, Section Quizzes, Chapter Tests, Unit Tests, Lesson Plans.

BUSINESS EDUCATION

Business Education - Accounting 1

It is recommended:

1. That the following textbook be approved for Accounting 1:

Accounting Concepts/Procedures/Applications First Year Course
Glencoe/McGraw-Hill, 1995

2. That related simulation, software, and interactive multi-media support materials be approved for use with the adopted textbook.

Business Education - Accounting 2

It is recommended:

1. That the following textbook be approved for Accounting 2:

Accounting Concepts/Procedures/Applications Advanced Course
Glencoe/McGraw-Hill, 1995

2. That related simulation and software support materials be approved for use with the adopted textbook.

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(Item 2) Approval of Areas to be Opened for Textbook Study for Texts to be Used beginning with the 1996-97 School Year

Administration's Analysis

1. The Textbook Adoption Rules (2.07) 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 2.07, 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 $5.9 million in the 1996-1997 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.

Committee recommendation

In accordance with the Textbook Adoption Rules (2.07), your Committee recommends that the Board authorize the subject areas listed below to <u>be opened</u> for textbook adoption:

High School

BUSINESS EDUCATION
Business Law

ENGLISH
English 9

FAMILY AND CONSUMER EDUCATION
Home Planning
Independent Living
Family Management

MATHEMATICS

Transition to College Math

SCIENCE
Physical Science

SOCIAL STUDIES
World Geography
World History

Middle and Elementary School
Reading - Elementary

* * * * *

(Item 3) Recommendations regarding the 1995 Summer Program

Administration's Analysis

1. For the 1995 Summer School, the administration is recommending that the Board authorize the continued implementation of the Board funded Exceptional Education and Alternative Education Programs, as well as the middle and high school School-to-Work initiatives being co-sponsored with the Private Industry Council.

The School to Work initiative tentatively includes plans to open a comprehensive middle school program that will focus upon improvement of SCANS competencies (resources, information, interpersonal technology), SCANS foundation skills (thinking, listening, writing and mathematics, especially algebra), through integrated study and problem/project focused activities. Help-Up approved students will have work experience at a community-based organization in the afternoon. Non Help-Up students will have an opportunity to participate in MPS recreation activities in the afternoon.

The summer school program will include an expanded high school *Exploring Work Opportunities* curriculum, instruction for pre-identified students presently enrolled in the North Division High School Medical Specialty, and a high school Mathematics Program that strengthens algebra and geometry skills while meaningfully connecting with the students' school-to-work experience. Students who failed Algebra during the regular school year will have an opportunity to make up credit.

2. Chapter 1 Services and activities sponsored by the Recreation Department will be determined by the respective Department Directors working cooperatively with school staff and the Summer School Office.

3. Because the budget for the summer school program is divided into two fiscal years, funding is available to implement the recommended Board funded programs only through June 30, 1995. The FY96 Proposed Budget includes $1,644,642 to continue the Board-funded summer programs after June 30, 1995.

It will be necessary for the Private Industry Council to transfer funds prior to the start of summer school into the appropriate MPS Summer School accounts for the summer school salaries for a maximum of fourteen (14) MPS teachers assigned to the Private Industry Council Summer Programs. The number of MPS teachers assigned to the Private Industry Council Programs will be determined on the basis of student registration. A 25-1 student - teacher ratio will be used for this purpose.

Strategic Plan Compatibility Statement

4. The proposed summer plans are compatible with a number of goals and objectives, most specifically:

Board Goal I, *Academic Achievement*:

- K-12 Teaching and Learning Goals 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 Expectations for 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

5. The 1995 Summer Program being recommended adheres to the policies of the Board and the Wisconsin Department of Public Instruction.

Fiscal Impact Statement

6. Implementation of the 1995 Summer Program will require an investment by MPS as outlined below:

	1994-1995	*1995-1996
Regular Summer Program	$349,946	$393,710
Exceptional Education Programs	**876,058	** 1,250,932

The FY96 Proposed Budget includes $1,644,642 to continue the Board-funded summer programs after June 30, 1995.

**Reflects a 1% increase over 1994-1995.*
***Includes the School to Work Summer Budget*

Implementation and Assessment Plan

7. A Summer School progress report will be submitted to the Board at the conclusion of the summer term.

Your Committee recommends:

1. That the Board approve the administration's 1995 Summer School Plan.

2. That the Board accept a grant from the Private Industry Council for the salaries of MPS teachers who will be assigned to the Private Industry Council sponsored summer programs.

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(Item 4) Approval of an Innovative School Proposal: Milwaukee School of Entrepreneurship

Administration's Analysis

1. The proposal for the *Milwaukee School of Entrepreneurship* was approved by the Innovative Schools Committee and forwarded to the Superintendent. It is for a program which will develop the competencies of approximately 100 high school juniors and seniors to own and manage a business successfully. Students will earn high school credits in the classroom and entrepreneurial skills in the community.

2. The major features of the Milwaukee School of Entrepreneurship are:

- Every student will have a mentor from the business community. In addition, parents, business leaders, entrepreneurs, and others with various areas of expertise (law, accounting, etc.) will be called upon as resources for the students.

- An integrated curriculum will be developed which will relate English, social studies, math, marketing, business and computer technology, as well as develop the competencies necessary

to be successful in entrepreneurship and management. The curriculum will address levels of employment from entry-level to managerial/entrepreneurial level.

- Actual work experiences will be guided by a competency based training plan.

- Leadership skills will be developed through formation and participation in positive youth organizations, such as DECA (Distributive Education Clubs of America.)

- An application for *MPS Use of Carl Perkins Funds For School To Work Integrated Studies* has been submitted. The Milwaukee School of Entrepreneurship would meet all eleven characteristics of a School to Work school within the parameters of the MPS K-12 Teaching and Learning goals.

Strategic Plan Compatibility Statement

3. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

4. This action requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992, where the recommended organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

5. This program will comply with the applicable state statutes, MPS policies, and Board rules that apply to other MPS schools.

Fiscal Impact Statement

6. The Milwaukee School of Entrepreneurship will receive the average per pupil funding allocation for high schools ($3,231).

7. Monies have been included in the FY96 proposed budget for leasing space to house the program.

Implementation and Assessment Plan

8. The proposal is for a program to be implemented for grades 11 and 12 in Fall, 1995. Students will enroll during the complementary enrollment period in April.

9. The Milwaukee School of Entrepreneurship will be held accountable to the same standards that all MPS high schools must meet. In addition, specific performance goals related to entrepreneurship and small business management will be developed by a school committee made up of teachers, parents, and community members.

Your Committee recommends:

1. That the Board approve the implementation of the Milwaukee School of Entrepreneurship to begin in Fall, 1995, at a site to be determined and with a budget based on the average per pupil funding allocation for MPS high schools.

2. That the Board approve a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992.

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(Item 5) Approval of an Innovative School Proposal: New School for Community Service

Administration's Analysis

1. The proposal for the *New School for Community Service* was approved by the Innovative Schools Committee and forwarded to the Superintendent. The proposal is for a school for students who have completed two years of high school. The program will focus on work experiences in community and

social agencies through a school-to-work approach. The New School will have a student body of 100 students and a full time faculty of six members.

2. The goals of the New School are to develop skills in community building, to use the energy and imagination of students to make a real contribution to our communities, and to graduate students who otherwise would drop out.

3. The major features of the New School are:
- It will be operated year-round, including evening and Saturday classes.
- Students may enter or graduate from the school throughout the year.
- It will contract with other MPS schools for academic, administrative, and technical support services as needed.
- The advisory board will consist of individuals experienced in community service.
- It will employ ad hoc faculty as needed.
- Each student will serve community based internships while enrolled in school.
- Parent involvement will be strongly encouraged.
- The student body will include at-risk as well as successful students.

4. The unifying themes of the New School will be those embodied in the MPS School-to-Work initiative. There will be cross curriculum collaboration. Although each student will have an individualized program in the core academic areas, students of differing achievement and ability levels will work together through a project approach.

5. Parents will be involved through an active parent organization. Parent participation as classroom speakers, mentors, tutors, and volunteers will be encouraged. There will be a parent representative on the school governance body.

Strategic Plan Compatibility Statement

6. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

7. This program will comply with the applicable state statutes, MPS policies, and Board rules that apply to other MPS schools.

8. This action requires a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992, where the recommended organization is: grades K-5 in elementary schools, grades 6-8 in middle schools, and grades 9-12 in high schools.

Fiscal Impact Statement

9. The New School will receive the same per pupil funding allocation as high schools ($3,231). The fiscal and educational goals of the New School are to achieve greater results from the same funding as other schools receive.

10. Monies have been included in the FY96 proposed budget for leasing space to house the program.

Implementation and Assessment Plan

11. The implementation timeline is projected as follows:

February, 1995	Approval of proposal by Innovative School Committee and by the Superintendent
March, 1995	Approval by Board of School Directors
March, 1995	Site selection
March-July, 1995	Curriculum/program development
April-August, 1995	Student enrollment (Complementary enrollment period—April, 1995)
August, 1995	Start of school

12. The proposal calls for assessment of the New School using a variety of measures, including graduation rate, attendance, rate, grade point averages, student interviews, parent interviews, and community partner evaluations.

Your Committee recommends:

1. That the Board approve the implementation of the New School of Community Service to begin in Fall, 1995, at a site to be determined and with a budget based on the average per pupil funding allocation for MPS high schools.

2. That the Board approve a waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan, adopted by the Board November 2, 1992.

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(Item 6) Approval of School-To-Work Initiatives: Youth Apprenticeship Programs

Administration's Analysis

1. Youth Apprenticeships are a part of Wisconsin's School to Work Legislation. Current two-year programs in the Milwaukee Public Schools have been implemented as follows:

1993-1994
FINANCIAL SERVICES - Riverside University High School
GRAPHICS COMMUNICATIONS - Milwaukee Trade & Technical High School

1994-1995
AUTOMOTIVE TECHNOLOGY - Pulaski High School
ENGINEERING DRAFTING/DESIGN- Milwaukee Trade & Technical High School
GRAPHICS COMMUNICATIONS - Hamilton High School
MANUFACTURING TECHNOLOGY - Custer High School

2. New Youth Apprenticeship Programs and Sites being proposed for the 1995-96 school year are:

1995-1996
BIOTECHNOLOGY - Rufus King High School
HEALTH SERVICES - Hamilton High School
AUTOMOTIVE TECHNOLOGY - Vincent High School
*BUILDING TRADES-CARPENTRY -Bay View High School
- Milwaukee Trade & Technical High School

**Apprentice type program*

3. Consortium planning as prescribed in the legislation has been in place since 1993 for the development and expansion of MPS Wisconsin Youth Apprenticeships. Prior to May 1, 1995, that Consortium will submit the necessary application to the Department of Industry, Labor and Human Relations (DILHR) to begin new Wisconsin Youth Apprenticeships in Biotechnology and in Health Services.

4. Administrators and teachers from the five high schools where the new Youth Apprenticeship Programs will be implemented will begin student identification and program planning once Board approval is received. As with all Youth Apprenticeship programs, students will take a sequence of studies that qualifies them for the Milwaukee Guarantee, thus ensuring a strong academic grounding that includes the option of college. Some of the course offerings in the Youth Apprenticeships will also provide advance standing/transcripted credit at MATC. In addition the Youth Apprenticeship students will be in paid on-the-job employment/education during both junior and senior years, as well as during the summer between those two years. The employment component pairs each Youth Apprentice with an on-the-job mentor.

5. The DILHR guidelines for Wisconsin Youth Apprenticeship programs require the approval of the Board of School Directors.

Strategic Plan Compatibility Statement

6. Expansion of Wisconsin Youth Apprenticeship Programs in MPS is compatible with a number of Board goals and objectives, most specifically:

Board Goal 1, *Academic Achievement*

- K-12 Teaching and Learning Principles and Goals
- School to Work Initiative
- Parent Support and Involvement
- Community Support and Involvement
- Student Empowerment

Board Goal 2, *Equity*

- Increase expectations for achievement for all students

Statute, Board Policy or Rule Statement

7. Wisconsin Statute sec. 101.265 (created by 1991 Wis. Act 39) creates a Youth Apprenticeship Program in the Department of Industry, Labor and Human Relations (DILHR) and requires the agency to cooperate with the Department of Public Instruction and the Wisconsin Board of Technical Colleges to develop the program and maintain it statewide.

Fiscal Impact Statement

8. Included in the 1995-1996 School to Work budget are dollars to continue support in part the existing six Wisconsin Youth Apprenticeship programs in MPS, as well as to begin two of the new Wisconsin Youth Apprenticeships in 1995-1996.

9. The MPS Carl Perkins Vocational and Technology Education Act application for 1995-1996 includes support for the initial year of three of the new Wisconsin Youth Apprenticeship programs.

Implementation and Assessment Plan

10. DILHR guidelines for all Youth Apprenticeships require eleventh grade status for students to participate. All parties involved in the Youth Apprenticeships must sign a training agreement for each Youth Apprentice.

11. Curricula for all Youth Apprenticeships are competency based and require students to meet defined proficiency levels for successful completion. Curricula for all Youth Apprenticeships are organized in a scope and sequence which can be delivered in an integrated classroom and work-based setting to assure that students will meet required proficiency levels to earn the Certificate of Occupational Proficiency with their MPS diploma. Proficiency exams administered upon completion of related courses, along with evaluations by workplace mentors, are used to determine proficiency levels.

Your Committee recommends that the Board approve the implementation of the following new Youth Apprenticeship Programs/Sites:

BIOTECHNOLOGY - Rufus King High School
HEALTH SERVICES - Hamilton High School
AUTOMOTIVE TECHNOLOGY - Vincent High School
*BUILDING TRADES-CARPENTRY -Bay View High School
- Milwaukee Trade & Technical High School

**Apprentice type program*

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(Item 7) Final Review and Approval of Revisions to Selected Board Policies: IIAA (Textbook Adoption) and IGAF (Physical Education)

Background

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 to the Committee on Instruction and Community Relations for further discussion, either confirming the policy as revised or recommending changes.

The following policies were presented to the Committee on Instruction and Community Relations. The page numbers refer to the document, *Proposed Revisions Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies -- First Complete Draft, January, 1995.*

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 following responses.

A. POLICIES REVIEWED ON FEBRUARY 16, 1995

MODIFICATIONS OR REPORT-BACK SUGGESTED DURING THE PUBLIC DISCUSSION OF THE POLICIES

Policy IIAA Textbook Adoption

The administration recommends, after taking into consideration concerns expressed by parents, that the following language be moved from procedures back into policy:

A *Parent Advisory Committee for Textbook Evaluation* will be formed in late summer. The committee will reflect ethnic and gender diversity and will represent various locations of the city and the different school levels and programs. An invitation to participate in this process will be extended to all MPS parents. In addition community organizations such as the City-Wide PTA, La Causa, United Community Center, and Urban League will be invited to send parent representatives.

The *Parent Advisory Committee for Textbook Evaluation* will meet with the curriculum specialists to talk about subjects for which textbooks are being adopted and the requirements of the textbooks. They will be informed of Textbook Evaluation Committee meetings and invited to serve on the committees if they choose. At least two more meetings will be scheduled with the curriculum specialists to review the findings and recommendations of the *Parent Advisory Committee for Textbook Evaluation* prior to the administration's recommendation of textbooks to the Board for adoption.

Copies of the textbooks under consideration for adoption will be made available at the Milwaukee Education Center for Board members, parents and community members to review.

Policy IGAF Physical Education

The administration recommends, after taking into consideration concerns expressed by parents, that the following language from the procedure be added to the policy, Students should not fail on the basis of physical ability alone. Participation, improvement, knowledge, and skill development must be considered.

Your committee recommends that the Board approve the above policies as revised and amended: IIAA (Textbook Adoption) and IGAF (Physical Education)

* * * * *

(Item 8) Resolution by Director Johnson to Review the Multicultural Curriculum

Resolution

At its meeting on February 22, 1995, the Board referred the following resolution, which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

WHEREAS, The Milwaukee Public Schools has developed and instituted the K-12 curriculum; and

WHEREAS, The K-12 curriculum is a powerful tool for educating children; and

WHEREAS, The K-12 curriculum requires that we continually change how we educate children, and

WHEREAS, Our student population is continually changing; and

WHEREAS, Many of the cultural experiences of our children are different from those supported by our historical curriculum; and

WHEREAS, Many of the textbooks have not been modified to meet the needs of our diverse student population; and

WHEREAS, The Department of Public Instruction requirements for progression through the grades and graduation from High School may not be consistent with what is relevant to our diverse student population; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools will review Department of Public Instruction curriculum requirements to determine their value and relevance to our student population; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will develop curriculum models within the K-12 curriculum that will more appropriately serve the needs of and be more relevant to our diverse student population; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will pursue changes, <u>if needed</u>, with the Department of Public Instruction to its curriculum requirements.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted, with the last Resolved amended as follows:

FURTHER RESOLVED, That the Milwaukee Public Schools will <u>continue to</u> pursue changes, <u>if needed</u>, with the Department of Public Instruction to its curriculum requirements.

* * * * *

(Item 9) Informational Reports

Your Committee reports having received the following informational reports from the Superintendent. The reports been attached to the minutes of your Committee's meeting of March 15, 1995.

a. Report on the Assessment Plan for Hayes Bilingual Elementary School.
b. Status Report on the Equity 2000 Program.
c. Progress Report on the Hartford Avenue School Community Task Force.

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Separate consideration having been requested of Items 4 and 5, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

Item 4, relating to the Milwaukee School of Entrepreneurship, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—7.

Noes—None.

Item 5, relating to the New School for Community Service, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

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

Ayes—7; Noes—0.

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COMMITTEE ON FINANCE AND FACILITIES

Director O'Neil presented the following report for the Committee on Finance and Facilities:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Finance and Facilities** presents the following report:

(Item 1) Award of Contracts

Your Committee 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:

BOILER REPLACEMENTS
Burroughs Middle School
Pyramid Heating & Air Conditioning Co., Inc., low bidder, base bid of $120,200 plus $3,700 for mandatory alternate bid 1 to reinsulate all domestic water piping in boiler room, for a total contract of $123,900

Golda Meir School
Wenninger Company, Inc., low bidder, base bid of $131,350 plus $10,393 for mandatory alternate bid 1 to remove obsolete air handling unit steam heating coil, piping, controls, etc., and furnish and install new steam coils, including all piping, controls, etc., as indicated; plus $5,912 for mandatory alternate bid 2 to remove obsolete temperature control air compressor, storage tanks, piping, valves, etc., and furnish and install new duplex temperature control compressor, refrigerated dryer,

valves, filters, etc., as indicated; plus $1,585 for mandatory alternate bid 3 to reinsulate all domestic water piping in boiler room for a total contract of..... 149,240

ROOF REPLACEMENTS
Division 1—Marshall High School
M. M. Schranz Roofing, Inc., low bidder, base bid of 84,840

Division 2—North Division High School
Roberts Roofing & Siding, Inc., low bidder, base bid of 92,980

Division 3—Milwaukee Spanish Immersion School
Specialty Associates, Inc., low bidder, base bid of 101,560

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(Item 2) 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 February 28, 1995, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval. The detailed report has been made available to Committee members under separate cover.

Your Committee recommends that the Board approve the report.

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	$376,197,730	$246,003,074	60.5%
Categorically Aided	64,712,786	10,676,150	75,388,936	35,770,171	39,618,765	47.4%
School Nutrition	24,607,868	0	24,607,868	13,706,728	10,901,140	55.7%
Construction	7,900,000	0	7,900,000	7,700,836	199,164	97.5%
Extension	6,445,937	0	6,445,937	5,413,161	1,032,776	84.0%

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	$373,065,747	$262,476,242	58.7%
Categorically Aided	64,712,786	11,280,565	75,993,351	43,430,449	32,562,902	57.2%
School Nutrition	24,607,868	166,702	24,774,570	15,851,352	8,923,218	64.0%
Construction	7,900,000	18,361,654	26,261,654	17,915,887	8,345,767	68.2%
Extension	6,445,937	38,145	6,484,082	3,816,074	2,668,008	58.9%

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

(2) Encumbrances and expenditures included through February 28, 1995 and payrolls through February 24, 1995.

* * * * *

(Item 3) Acceptance of the Monthly Expenditure Control Report

The following report was submitted for the Committee's information pursuant to the Milwaukee Board of School Director's action of November 8, 1978. This report is presented on a budgetary basis of accounting and reflects revenues and expenditures for the period July 1, 1994, through February 28, 1995. The attached "Expenditure Analysis" shows comparative expenditure percentages for the School Operations Fund since fiscal year 1984.

Your Committee recommends that the Board accept the report.

SCHOOL OPERATIONS FUND

Expenditures through February totaled $388,917,099 million, or 58.9%, of the amended budget.

District Contingent Fund - Total funding in the account presently is $1,254,933. Approved fund transfers and a recapitulation of the account status is as follows:

Balance - July 1, 1994		$2,068,083
Approved Transfers:	(813,150)	
June - Llewellyn Library Plant Operation Costs	$ (20,500)	
July- Labor Market Study	(15,000)	
January - Replace Cafeteria Tables	(397,100)	
February - Innovative & New Schools	(348,550)	
February - Human Resources - Two New Positions	(32,000)	
Balance - February 1995		$1,254,933

CONSTRUCTION FUND

Year-to-date expenditures in the Construction Fund totaled $17,915,887 million, or 68.2, of the amended budget.

EXTENSION FUND

Expenditures in this fund through January totaled $3,816,074 million, or 58.9%, of the amended budget. This rate of expenditure is consistent with historical spending patterns for this budget. All major accounts operated within budgetary limits through January.

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(Item 4) Authorization to Make Purchases

The Superintendent recommended the following purchases. The rationale has been attached to the minutes of your Committee's meeting of March 27, 1995, and the Technology Advisory Committee has reviewed and approved those purchases that are sole source.

Your Committee recommends that the Board authorize the Superintendent to make the following purchases:

BB-5157 733 each Cafeteria Tables (Various Sites)
Mesa Industries, low bidder meeting specifications, for a Hamilton table to include plywood top and benches and chrome frame for a net total cost of $395,087

Sole Source Purchases:

SS-128 Various Macintosh Labs—Washington High School
Apple Computer (Graham Microage) for a total of 32 Macintosh LC575 or Power Macintosh 6100 w/CD-ROM to be utilized in four separate areas, including writing, math, technology and biology labs, including bundled word processing and educational software as well as networking, installation and training for a total amount of 76,745

SS-129 Information Network among MPS Partnership Schools (Alternative Education)
Milwaukee PC for 35 each MS DOS 486/DX2 computers (one at each partnership site)..... 87,500
Ameritech for 35 dedicated phone lines and receiving ports at Eighth Street School 26,800
Other costs:
35 laser printers to be bid competitively 28,000
Installation and subscription service to three on-line information networks: NovaNet, America OnLine and Milwaukee Omnifest 72,825
Internal and external training costs, estimated 19,500
Electrical upgrades at Eighth Street School, estimated 5,000

Total estimated project cost (to be funded by Alternative Programs)..... 239,625.

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(Item 5) Authorization to Accept Donations

The following donations have been offered to the respective schools and are presented to you for your formal acceptance and recognition so that the administration might thank the donor on your behalf. The Milwaukee Public Schools Accounting Manual requires that all such donations be processed through the gift certificate route.

Some of the gifts come from individuals and companies outside the Milwaukee Public Schools. The other items are being purchased from local school funds which are the responsibility of the building principal. The items purchased from local school funds listed below do not represent all the purchases authorized by the principal this month. The MPS Accounting Manual requires the filing of gift certificates for all items purchased from local school funds which are equipment or which require installation, maintenance, repair, or safety considerations. Gifts to be purchased from local school funds have been reviewed by an advisory committee made up of at least two teacher activity sponsors and two students (optional at the elementary level) which was organized for the purpose of recommending how the money in the General School Fund and Activity Accounts could best be utilized. Purchases of items classified as supplies do not require gift certificates. All gifts will become the property of the Board. However, if an item is stolen, vandalized, or declared beyond repair, it will not be replaced with Board funds.

The MPS Accounting Manual contains the directions and constraints under which the principal is obliged to operate in administering the local school funds under his or her control. The local school accounts are reconciled on a monthly basis and submitted for review by the Accounting Division annually.

Your Committee recommends that the Board grant authorization to accept the following donations, with appropriate acknowledgment to be made on behalf of the Board:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
28 MPS Schools	Warner Cable	$14,000	28 TVs and VCRs
Alcott	Busch Precision Company	200	Playground Equipment
Allen-Field	Wicor Found. Inc.	2,500	Computer Equipment
Allen-Field	Rotary Club	400	R.I.F. Program
Allen-Field	PTO	987	7 sets (10 per set) Calculators
Allen-Field	PTO	1,780	Tape Recorders (20)
Allen-Field	Ameritech	4,000	Computer Software Attendance Incentives
Browning	Pieper Electric	100	College Scholarship Fund
Browning	Quad-Graphics, Inc.	40	College Scholarship Fund
Cooper	PTO	2,145	15 Magiscope Microscopes
Custer High	Warner Cable	550	Magnavox 25" TV Magnavox VCR
Douglass	Carol Schaeve	400	Tandy SX1000 Keyboard, Monitor Computer 1 Epson Printer
EESSC - Hearing Impaired Program	Glen & Gertrude Humphrey Foundation	1,000	Equipment for Hearing Impaired Students
Engleburg	Soda Machine Receipts	150	Microwave - Staff Use
Garden Homes	Soda Fund	105	Microwave Oven - Tchrs. Lounge
Grand Avenue Middle	PTO	1,334	R.I.F. Project
Hawthorne	Kenneth Ollerman	200	Library Books Memorial for N. Ollerman
Hawthorne	Janet Coleman	120	Library Books Memorial for N. Ollerman
Hawthorne	PTO	49	Student Incentives
King, Jr.	Ethel Hood	25	Uniform Donation
King, Jr.	Ethel Hood	25	Uniform Donation
King, Jr.	Friebert, Finerty & St. John, S.C.	100	Graduation
King, Jr.	Josephine Mosley	40	Uniform Fund
LaFollette	Eggert Furniture	250	Couch for Parent Center
LaFollette	Dick Klug	70	2 Singer Sewing Machines for 5th Grade Sewing Club
LaFollette	General Stamping Eng.	320	120 - Artificial 7' Xmas Tree 200 - Fax Machine and Paper
LaFollette	Steiner Corp/American Linen	70	2 Singer Sewing Machines for 5th Grade Sewing Club
Lincoln Avenue	Rotary Club of Milw.	800	RIF Funds for Books
Malcolm X	Ameritech	4,000	Student/Staff Incentives
Marshall High	Ceola Mayberry	200	Spanish Club
MHSA	Carmelo De Angelis	1,100	Support Various Art Activities
Milw. French Imm.	PTA	1,320	1,200 Field Trips 120 Principal Inservice
Milw. Span. Imm.	Mr. & Mrs. N. Loose	10	Kindergarten Rest Mat
Milw. Span. Imm.	Mr. & Mrs. J. Gruba	50	School Use
Milw. Span. Imm.	Mr. & Mrs. T. Schoen	10	Kindergarten Rest Mat
Milw. Span. Imm.	Milwaukee Arts Board	5,670	Mosaic Courtyard Sculpture
Milw. Span. Imm.	PTA	6,000	Mosaic Courtyard Sculpture

Milw. Span. Imm.	TileCera	7,500	1500 sq. ft. of Ceramic Tile for Mosaic Courtyard Sculpture

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Milw. Span. Imm.	Crossville Ceramics	7,500	1500 sq. ft. of Ceramic Tile for Mosaic Courtyard Sculpture
Milw. Span. Imm.	Schmitz Ready-Mix, Inc.	600	10 yds. Ready Mixed Concrete for Mosaic Courtyard Sculpture
Milw. Span. Imm.	Wisconsin Ready-Mix Concrete Association	600	10 yds. Ready Mixed Concrete for Mosaic Courtyard Sculpture
Milw. Span. Imm.	Tews Company	1,000	36 yds. Ready Mixed Concrete for Mosaic Courtyard Sculpture
Milw. Span. Imm.	Central Ready Mixed Concrete	600	10 yds. Ready Mixed Concrete for Mosaic Courtyard Sculpture
Milw. Span. Imm.	Joe Barbian	1250	2 computers, 2 monitors
Milw. Span. Imm.	United Consulting Serv.	1150	1 computer, 3 monitors
Milw. Span. Imm.	Vera Trice	250	Sewing 50 Covers for Kindergarten Rest Mats
Milw. Trade & Technical High	School Fund	150	Key Machine for In-House Key Cutting
Milw. Trade & Technical High	M. Bogdan	800	300 - 1979 Chevrolet 500 - 1981 Dodge Auto Training
Milw. Trade & Technical High	Richard Harter	300	Briggs & Stratton Engine - 7 H.P. Power Tech Training
Parkman Middle	Marching Panthers Band	600	2 P.A. Speakers
Parkview	PTO	1,000	
Robinson	Arthur Heitzer	100	Library Materials
Sarah Scott Middle	PTO	600	Student Supplies
Sherman	Meg Pawlicki	200	Family Program
Sholes Middle	PTSO	566	400 Speak Easy 166 Snack - Parent/Teacher Conf.
Sholes Middle	PTSO	795	500 Girls' Basketball Uniforms 295 DJ for Winter Dance
Siefert	Froedert Hospital	1,000	Clothing for Christmas Gifts
Siefert	Froedert Hospital	1,000	Clothing - Christmas Gifts
Siefert	House of Peace	200	Clothing - Christmas Gifts
Silver Spring	Dan Wink	5,000	Computer Workstation
Thoreau	Belarus Machinery	400	Refrigerator - Before/After School Recreation Program
Vincent High	Belarus Machinery	5000	Belarus Tractor
Vincent High	1982 Plymouth	1100	Auto Tech Training Tool

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(Item 6) Authorization to Amend the Lease Agreement with the City of Milwaukee Health Department for the Former Fifth Street School (Milwaukee Enterprise Center)

Administration's Analysis

1. At its meeting of April 4, 1979 (Proc., pp. 813-814), the Board authorized the leasing of the former Fifth Street School to the City of Milwaukee Health Department for a ten-year period. Also contained in the lease were options to extend the lease for two (2) additional five-year periods. Since that time, the lease has been extended on April 28, 1989, and June 29, 1994.

2. On August 18, 1994, the Administration received a communication from the Milwaukee Enterprise Center requesting use of the former playground area for parking and recreational purposes. In

the proposal, the Milwaukee Enterprise Center would develop the former playground area into parking for 40 cars and a new basketball court for use by the neighborhood for recreational purposes. All costs for the

development would be borne by the Milwaukee Enterprise Center in exchange for a long-term lease agreement at a nominal charge.

3. Since the area is part of the space leased by the City of Milwaukee Health Department, an amendment to their lease would have to be developed to formally assign the area to control by the Milwaukee Enterprise Center. The Administration has reviewed the matter with the Health Department which has indicated no objection to the proposed development. The new lease agreements will be drafted by the City Real Estate Agent upon approval by all appropriate governmental agencies.

4. It is proposed that a ten-year lease similar to that with the Health Department be developed for the Milwaukee Enterprise Center. This lease would permit use at a nominal cost with all maintenance, insurance and other costs to be borne by the Milwaukee Enterprise Center. Appropriate extensions would be included, as with the Health Department.

Strategic Plan Compatibility Statement

5. 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

6. Board authorization is required to execute lease agreements between governmental units.

Fiscal Impact Statement

7. There is no cost impact to the district. All costs related to the development and maintenance of this property will be borne by Milwaukee Enterprise Center and the City of Milwaukee Health Department.

Implementation and Assessment Plan

8. Upon approval by the Board of School Directors the proposal will require the approval of the Common Council and Milwaukee Area Technical College. It is anticipated that these approvals would occur no later than April, 1995. Completion of the development by the Milwaukee Enterprise Center is expected during the summer of 1995.

Your Committee recommends:

1. That the Board give authorization to enter into a lease agreement with the Milwaukee Enterprise Center for use of the playground area at the former Fifth Street School, subject to approval by the Common Council and Milwaukee Area Technical College board, with all costs for development and maintenance of the site to be borne by the Milwaukee Enterprise Center.

2. That the Board authorize the amendment of the current lease agreement with the City of Milwaukee Health Department to transfer control of the affected area of the former Fifth Street School site to the Milwaukee Enterprise Center.

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(Item 7) Approval of the Facilities Plan and Funding for the Milwaukee Village School

Administration's Analysis

1. At the meeting of the Instruction and Community Relations Committee on February 16, 1995, the administration was asked to provide additional information regarding the Milwaukee Village School. Specifically the Board requested information on the facilities plan and the fiscal note.

Facility:

The Milwaukee Village School will begin with 120 sixth grade students in Fall, 1995, and will be housed at North Division High School, in classrooms located on the third floor, east and south sides of the building. An integrated curriculum is a core component of the school program and the fine arts and vocational education specialists will work in classrooms integrating their activities with academics. The 6th grade students in the Milwaukee Village School will use some of the facilities of North Division, such

as the auxiliary gym, the auditorium, and the library, as well as nearby community libraries. The middle

school students will enter through their own doorway, located on 10th Street. The door will have a buzzer and security camera to allow for quick entry for parents and assure safety for students. The door will be clearly marked for the middle school.

Budget:

The operating costs for the Milwaukee Village School, as for other new schools, are based on the average per pupil allotment. The Milwaukee Village School will receive the average per pupil allotment for middle schools — $2,936. The budget for the Milwaukee Village School will also include support for two exceptional education classes and 10 days of start- up time for staff development and classroom preparation. The operating costs for each of the new schools will be brought to the Board as part of the FY96 budget recommendations.

Strategic Plan Compatibility Statement

2. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document, *Education for the 21st Century*.

Statute, Board Policy or Rule Statement

3. A waiver from the grade level organization described in the Board-adopted MPS Facilities Master Plan was approved by the Board in February, 1995.

Fiscal Impact Statement

4. The Milwaukee Village School would receive the same per pupil funding allocation as other MPS middle schools. Currently, it is projected that the per pupil amount will be $2,936 for 120 students, for a total of $353,320 (plus fringe benefits).

5. The program would be located at North Division High School.

Implementation and Assessment Plan

6. The proposal is for a program to be implemented for grade 6 in Fall, 1995, with an additional grade added each year until all grades (6-12) are included.

7. The proposal calls for the evaluation of specific goals developed with staff, students and parents. The MPS accountability measures (with the exception of grade point averages) will also be used. These include the Wisconsin State Assessment System, writing samples and proficiency examinations at various grades, attendance data, etc.

Your Committee recommends that the Board approve the same per pupil funding allocation for the Milwaukee Village School as for other MPS middle schools, with the location of the Milwaukee Village School to be at the North Division High School facility.

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(Item 8) Approval of Modifications to Policy FN: Community Use of School Facilities

Background

The Committee on Finance and Facilities reviewed proposed revisions to the policy manual on November 1, 1994, and January 12, 1995. One policy was set aside and the administration was asked to review and bring it back to the Committee on Finance and Facilities for further discussion, either confirming the policy or recommending changes.

At this time, the policy is being presented to the Committee on Finance and Facilities for further discussion. The page numbers refer to the document, *Proposed Revisions Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies - First Complete Draft, January, 1995.*

The administration reviewed comments and suggestions made in public hearings as well as suggestions made by parent representatives, as they developed the following response:

Policy FN Community Use of School Facilities

Your Committee recommends:

1. That the title of the policy be changed as follows:
Community and Parent Organization Use of School Facilities

2. a) That the following language be added to the policy:

Parent groups shall not be assessed costs for use of school facilities. Instances may occur however, where special arrangements need to be made to service the parent group needs. All costs incurred in providing for special arrangements will be borne by the parent group(s).

b) That the following language be transferred from procedures:
cafeterias and cafeteria equipment may be used for serving light refreshments in connection with parent groups if requested by the principal.

The principal shall be responsible for the building, for all meetings, entertainments, and fund raising activities of parent groups and shall either be present or represented by a faculty member.

3. That the procedures be revised as reflected in the attachment which has been made a part of the minutes of your Committee's meeting of March 27, 1995.

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(Item 9) Approval of the WYMS Long-range Funding Plan and Update on Student Interns

Administration's Analysis

1. During Fiscal Year (FY) 1995 budget deliberations, the Board of School Directors directed WYMS radio to prepare a financial plan that would eliminate Board funding of WYMS operations at the end of a three-year period. The Department of Communications and Public Affairs has worked with WYMS management and staff, as well as the station's listener-support organization, the Friends of WYMS, to develop such a plan.

2. As developed by the Department of Communications and Public Affairs, WYMS staff, and the Friends of WYMS, the plan phases out direct funding from the Board of School Directors in FY 1998. The funding for WYMS beginning in FY 1998 comes solely from listener memberships, underwriting and corporate contributions, and revenue from special events. As long as the station employs five full time professional positions, the station is also eligible to receive funding from the Corporation for Public Broadcasting (CPB).

3. A key unknown factor is the future of CPB funding. When this plan was created, the assumption was made that CPB funding for WYMS would remain constant during the course of the three-year period. However, Congress is currently considering a proposal to eliminate all funding for CPB. It appears that some kind of recision of CPB funding is going to take place, but its scope and timetable will not become apparent until early summer, when the Senate deliberates the appropriations passed by the House At this point, however, there is no way to project CPB funding with any certainty.

4. This plan will strive to maintain current levels of station service to the community. In order for it to be successful, it requires every member of the WYMS full time, part time, and volunteer staff to be actively involved in fund raising efforts. Each year, the WYMS staff, in conjunction with the Department of Communications and Public Affairs, will evaluate the status of the fiscal plan and the services the station offers. Based on funding, changes in programming may be necessary.

5. Under this plan, the Milwaukee Board of School Directors will remain the licensee of WYMS and will continue to exercise ultimate responsibility over station operations.

Strategic Plan Compatibility Statement

6. This process supports Board Goal 3, Fiscal Responsibility

Statute, Board Policy or Rule Statement

7. This plan is in compliance with existing Board rules and policies as they relate to WYMS radio and the school-to-work initiative.

Fiscal Impact Statement

8. Source of funds. Funding of station operations through FY 98 will come from CPB, the Board of School Directors, listener support through the Friends of WYMS, and underwriting and corporate contributions. The proposed budget for the next fiscal years has been attached to the minutes of your Committee's meeting of March 27, 1995. If there are cuts in CPB funding, WYMS will have to come back to the Board to revisit this plan.

A report on the use of Student Interns from the Broadcast Specialty Program has also been attached to the minutes of your Committee's meeting of March 27, 1995.

9. The Outcome. WYMS will continue to provide a 24-hour per day service, including the broadcasting of all Board of School Director meetings.

Your Committee recommends that the Board approve the first two years only of the three-year plan to phase out direct Board funding of WYMS radio, and consider whether it wishes to phase out funding at that time.

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(Item 10) Approval of a Contingent Fund Transfer for an Arbitration Award

Administration's Analysis

1. In 1990 the Facilities and Maintenance Department and the Community Recreation Department underwent a major reorganization in which a number of functions and classifications were combined and positions eliminated. In June, 1991, subsequent to the implementation of the reorganization, AFSCME, Local 1616 filed a grievance over the reallocation of duties under the reorganization. After several hearings, the arbitrator ruled in favor of the union in September, 1993 over the issue of the duties, but left the parties to determine the remedy. The Administration at that point determined that eight (8) groundskeepers would be returned to their former positions and they were reinstated in March and May of 1994. Disagreement over the extent of the remedy continued into the fall of 1994, at which time the parties agreed upon a settlement that involved bringing back two (2) additional groundskeepers and two (2) servicemen.

2. The cost of implementing this award and settlement was not included in FY95 budget because final costs were not available until October of 1994.

Strategic Plan Compatibility Statement

3. Not applicable.

Statute, Board Policy or Rule Statement

4. Board policy requires that contingency fund transfers be approved by the Board.

Fiscal Impact Statement

5. The annual cost of implementing this award is $607,925. This amount has been offset by available funds in the department's FY 95 budget, leaving a net cost of $241,000.

6. The funds requested represent the balance needed to restore ten (10) groundskeeper positions and two (2) servicemen positions.

7. The Department of Finance has confirmed that the current balance of the Board's Contingent Fund can accommodate the one time expense of $241,000 to cover implementation of the award and settlement .

Implementation and Assessment Plan

8. Implementation of the award and settlement is complete.

Your Committee recommends that the Board approve the one-time transfer of $241,000 from the Contingent Fund to cover the cost of implementation.

* * * * *

(Item 11) Recommendation regarding a Resolution by Director Johnson to Establish Time Limits for Professional Services and Other Contracts

Resolution

At its meeting on February 22, 1995, the Board referred the following resolution, which was introduced by Director Johnson, to the Finance and Facilities Committee:

WHEREAS, The Milwaukee Public Schools is one of the largest employers in the state of Wisconsin; and

WHEREAS, The Milwaukee Public Schools contract for many of its services; 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.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 12) 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

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 (see attachment); 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.

Resident 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 1 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.

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.

* * * * *

(Item 13) Informational Reports

Your Committee reports having received informational reports from the Superintendent on the following matters. The reports have been made a part of the minutes of your Committee's meeting of March 27, 1995.

A. Mid-Year Report on the Historically Underutilized Business (HUB) Program.
B. Report regarding Administrative Fund Transfers.

Separate consideration having been requested of Items 6, 9, 10, 11 and 12, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Noes—None.

Item 6, relating to a lease agreement with the Milwaukee Enterprise Center, having been set aside for separate consideration, Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—Director Todd—1.

Voting "present"—Director Johnson—1.

President Bills reported Item 9, relating to the WYMS Long-range Funding Plan, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Lucey moved to amend the report to adopt a three-year plan as presented by WYMS, including phase-out of Board funding in fiscal year 1998.

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey and Sinicki—4.

Noes—Directors Small, Todd and President Bills—3.

The report was adopted as amended, the vote being the same as that preceding:

Ayes—4; Noes—0.

Item 10, regarding the approval of a contingent fund transfer for an arbitration award, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows”

Ayes—Directors Lucey, Sinicki, Small, Todd and President Bills—5.

Noes—None.

Present—Director Johnson—1.

Director Johnson requested permission to change his vote from “present” to “aye.”

There being no objections, the request was granted.

Item 11, relating to a resolution to set a limited time for professional services and other contracts, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Small moved concurrence.

Director De Bruin moved to amend the report by inserting the words “professional service” before contracts.

The motion failed for lack of a second.

Director De Bruin moved to return the report to committee for clarification.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Sinicki, Small, Todd and President Bills—6.

Noes—None.

Temporarily absent—Director De Bruin—1.

Item 12, relating to a resolution to require contractors to provide a breakdown of the labor force by gender, race and age, having been set aside for separate consideration, Director Johnson moved to adopt the report.

Director Lucey moved to refer the item to committee.

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

Ayes—Directors De Bruin, Lucey, Sinicki and Small—4.

Noes—Directors Johnson, Todd and President Bills—3.

* * * * *

REPORTS OF SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of February 17; February 23; February 27; March 3; March 6 at 9:00 AM, 11:30 AM, 2:00 PM; March 8; March 9 at 9:00 and 11:30 AM; March 15; March 21; March 22; March 23; and March 27, 1995 at 9:00 AM and 2:00 PM.

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

Ayes—Directors De Bruin, Johnson, Lucey, Sinicki, Small, Todd and President Bills—6.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from R. Teig Whaley-Smith presenting a proposal for mandatory community service for MPS high school students.

Referred to the Committee on Instruction and Community Relations.

Communication from the City-wide Parent and Community Coalition regarding conditions for renewal of the Superintendent’s contract.

Referred to the Committee on Legislation, Rules and Policies.

Communication from the Milwaukee City Council of PTA/PTSA's submitting a School-To-Work action plan.

Referred to the Administration.

RESOLUTIONS

By Director Johnson:

WHEREAS, The Milwaukee Public Schools' Mission Statement includes fostering innovative school proposals; and

WHEREAS, The Milwaukee Public Schools has invited interested parties of teachers, educators, business leaders and the community to come forward with innovative proposals; and

WHEREAS, The Milwaukee Public Schools has not aggressively pursued student-initiated proposals for innovative schools; and

WHEREAS, Many of our students possess ideas of great value to the education of children and young people; and

WHEREAS, R. Teig Whaley-Smith of Juneau Business High School has submitted a proposal to the Board for Mandatory Community Service for MPS high school students; and

WHEREAS, Mr. Whaley-Smith has developed a well-drafted, well-thought out proposal; to require all Milwaukee Public Schools high school students, in addition to required course credit for graduation, to have 40 or more hours of community service over their four year high school career; and

WHEREAS, There are many shining examples of the benefits of community service; and

WHEREAS, The Milwaukee Board of School Directors Committee on Instruction and Community Relations has endorsed a school of community service; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors will investigate creating a requirement for graduation that all students participate in at least 40 hours of community service.

Referred to the Committee on Instruction and Community Relations.

By Director Todd:

WHEREAS, The Milwaukee Board of School Directors is elected by the public and has decision making authority for the conduct of the public schools; and

WHEREAS, The Milwaukee Board of School Directors as a representative governmental body is dependent upon an informed electorate; and

WHEREAS, The Milwaukee Board of School Directors policy states their commitment to support and increase parental knowledge, access, accountability, and decision making; and

WHEREAS, Board policy calls for eliminating all barriers to parental empowerment; and

WHEREAS, Principles of decentralization and community based schools require parents to be able to communicate with one another easily; and

WHEREAS, Communication would be greatly facilitated if the records of MPS household addresses and telephone numbers by school were available to parents and members of the community; and

WHEREAS, The central office of the Milwaukee Public Schools maintains a listing of MPS household addresses and telephone numbers broken down by school; and

WHEREAS, The Milwaukee Board of School Directors has designated a legal custodian of records for the Board and the Milwaukee Public Schools; and

WHEREAS, The designated legal custodian of records has received requests from parents and members of the public for records of addresses of MPS households; and

WHEREAS, Release of addresses and telephone numbers without personal identification will serve to further parent empowerment and public participation in the public schools of Milwaukee; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instruct the legal custodian of records to comply with those current requests for addresses of MPS households; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors tell the legal custodian of records that she shall respond to future requests for such lists without delay and shall provide the greatest possible assistance to such requesters so as to give them these data.

Placed on file, since a previous request had been denied upon the advice of the City Attorney.

By Director Todd:

WHEREAS, The staff at Kilmer Alternative School has been informed that they will be excessed and out of assignment at the end of the current 1994-1995 school year; and

WHEREAS, The Kilmer High School Completion and Plato Programs have been exceptionally successful in educating and graduating students considered at-risk; and

WHEREAS, The aforementioned programs have 124 students expecting to return to their respective programs and continue working toward their graduation; and

WHEREAS, The Kilmer High School programs currently operate at capacity which is 250 students; and

WHEREAS, The population of at-risk students in Milwaukee and surrounding areas is continuing to increase; and

WHEREAS, The Kilmer High School programs could absorb the high school population from 68th Street School; and

WHEREAS, There has been numerous inquiries from parents and students regarding the continuation of the Kilmer High School programs; and

WHEREAS, The Kilmer staff has located and negotiated a tentative lease agreement for the Appleton Professional Building which is located at 6914 West Appleton Avenue; now, therefore, be it

RESOLVED, That the modified Kilmer Alternative program be located at 6914 West Appleton Avenue for the 1995-1996 school year.

Referred to the Administration.

By Director Todd:

WHEREAS, MPS is in the process of decentralizing to a system of schools where the principal is expected to be the 'leader of leaders'; and

WHEREAS, Cutbacks on central office expenditures and administrative positions have been a major objective of the Superintendent; and

WHEREAS, The Administration has proposed budget cutbacks in exceptional education services to children amounting to approximately $400,000; and

WHEREAS, The exceptional education department has grown even more unwieldy and top heavy in light of these cuts; and

WHEREAS, eliminating the top ex-ed echelon administrative cost could amount to as much as $2 million plus; and

WHEREAS, The proposed line position cuts of approximately $400,000 were merely shifted to the schools resulting in no net savings to the district; now, therefore, be it

RESOLVED, That the ex-ed field staff of psychologist, social workers, speech pathologist, ED, LD and CD etc., teachers report directly to the principals, and be it

FURTHER RESOLVED, That all administrative cost and positions be eliminated as they relate to the director of ex ed, department coordinators, zone administrators, program administrators, ex ed supervisors and ex ed MIS, and be it

FURTHER RESOLVED, That the administration present a revised organization and corresponding budget cuts and tax dollar savings to the Board of School Directors.

Ordered held at the Board level.

By Director Todd:

WHEREAS, The Milwaukee Board of School Directors is elected by the public and has decision making authority for the conduct of the public schools; and

WHEREAS, Milwaukee Board of School Directors as a representative governmental body is dependent upon an informed electorate; and

WHEREAS, A public hearing on the Milwaukee Public Schools budget for the 1995 fiscal year, the 1995-96 school year, was scheduled for March 22, 1995; and

WHEREAS, Complete and real figures for the 1995 fiscal year budget will not be released before March 20, 1995; and

WHEREAS, Serious analysis and meaningful public comment on the budget requires some time for review; and

WHEREAS, Milwaukee Board of School Directors has scheduled adoption of the budget for fiscal year 1995 on April 20, 1995; and

WHEREAS, The meeting on April 20, 1995, will be the last meeting before the directors who will have been elected on April 4, 1995, take office; now, therefore, be it

RESOLVED, That public hearings on the budget for fiscal year 1995 be held not less than ten business day after the complete and real figures for the budget will have been available to the public, and be it

FURTHER RESOLVED, The Milwaukee Board of School Directors shall not adopt the budget for fiscal year 1995 until after the Board will have been reconstituted by directors elected on April 4, 1995, and be it

FURTHER RESOLVED, That in the event that the Milwaukee Board of School Directors adopts the budget for fiscal year 1995 before the Board is reconstituted according to the April 4, 1995 election, that the Board as elected in 1995 rescind adoption of the budget that would have been adopted by the Board on April 20, 1995.

Ordered held at the Board level.

By Director Todd:

WHEREAS, The Milwaukee Board of School Directors, as the publicly elected, representative body has the decision making authority for the public schools and to exercise this responsibility needs the views of an informed electorate; and

WHEREAS, individual schools should have known by March 1st how much money they will have per student for fiscal 1995 so that they can obligate money and develop plans for instructional programs; and

WHEREAS, as of 3 PM Friday, March 17, 1995, the Budget Unit could not provide even approximate budget figures for individual schools, yet the public hearing on the Superintendent's budget is scheduled for March 22, 1995; and

WHEREAS, The Strategic Planning and Budget Committee is scheduled to take action on the proposed budget and send it to the Board on March 28, 1995, without an opportunity for meaningful public comment based upon serious analysis; and

WHEREAS, The Milwaukee Board of School Directors is scheduled to adopt the entire budget including both the amount per student for each individual school and the system wide accounts on April 20th, less than one week before the Board is reorganized to include the new members elected April 4th; now ,therefore, be it

RESOLVED, That the MPS Strategic Planning and Budget Committee encourages the Superintendent to share firm budget numbers per child for the individual schools as soon as possible and that the committee schedule a public hearing approximately one week after the numbers are available, and be it

FURTHER RESOLVED, That we ask the MPS Budget staff to divide the budget between the minimum amount per student allocated to each school and system wide accounts, and be it

FURTHER RESOLVED, That the Strategic Planning and Budget Committee, at least one week after the public hearing, as is now scheduled, consider and forward to the full Board for adoption only the specific school amounts, and be it

FURTHER RESOLVED, That the reconstituted Strategic Planning and Budget Committee composed of members of the Board as reconstituted on April 24th have a public hearing on the system wide accounts and then forward these accounts and any amendments that increase amounts per student for individual schools to the full Board.

Ordered held at the Board level.

The Board recessed from 9:05 to 9:16 PM and from 10:34 to 10:41 PM.

The Board adjourned at 11:10 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 11, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:42 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki (7:24 PM), Small, Todd and President Bills—8.

Absent—None.

Vacancy on Board—1.

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

April 10, 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 Tuesday, April 11, 1995, at 6:30 PM in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) considering and possibly taking action upon recommendations from the Superintendent with respect to (a) suspension of the Board's carryover policy; and (b) award of contracts and fund transfers for technology purchases; and (2) conducting a worksession on the FY96 proposed budget, including discussion of three resolutions held at Board level on March 29, 1995:

A. Resolution by Director Todd regarding the Elimination of Exceptional Education Department Coordinators, Zone Administrators, Program Administrators and Supervisors;

B. Resolution by Director Todd regarding Postponing Adoption of the Budget until after the New Board is Seated; and

C. Resolution by Director Todd regarding the Sharing of Line Item Budget Numbers per Child for Individual Schools Prior to Adoption of the Budget.

The Board may resolve itself into a Committee of the Whole for the purpose of giving public hearing on all of the matters listed above.

Nancy R. Noeske
Director

(Item 1) Approval of a One-Year Suspension of the Carryover Policy for Fiscal Year 1995

Administration's Analysis

1. In March 1993, the Milwaukee Board ("Board") of School Directors approved a carryover policy for the district. The carryover policy requires that:

- Year-end deficits be carried over into the next year;
- Schools be allowed to ***automatically*** carryover a maximum of 1.5% of the total revised school budget each year up to a total accumulated carryover of 3%;

- Carryovers for special projects or planned purchases be allowed, with approval by the Milwaukee Board of School Directors; and,

- The amount of any projected district deficit determines the extent of the reduction / elimination of carryovers.

2. In September and October 1994, the Board approved carryovers from the fiscal year ("FY") 1994 to the FY 1995 budget in the amounts of $6,000,933 for schools and $1,314,321 for departments. (Included in the $6,000,933 is $4,335,120 for automatic carryovers for schools.) Total carryover of FY 1994 funds amounted to $7,315,254. State equalization aid that could have been generated from the expenditure of these carryover funds is approximately $3,950,000 (based on a reimbursement rate of 54%). Under the present state school finance system, the cost of the current carryover policy (due to the resulting carryover of FY 1994 funds) to the district is approximately $3,950,000 in lower state aids for FY 1995.

3. In FY 1994, the district expended approximately 98% of the School Operations Fund budget. The proposed FY 1996 budget, currently before the Board, is based on expending nearly 100% of the FY 1995 School Operations Fund budget. A district-wide surplus is projected for FY 1995, which would result in the ***automatic*** carryover of school funds up to a maximum of 3.0%, as described in paragraph 1 above. FY 1995 surpluses are projected for schools, departments and centralized accounts.

4. In March 1995, schools with the assistance of the Department of Finance projected a net school surplus of approximately of $3,600,000, based on expenditure plans of each school to June 30, 1995. ***This projected net surplus could increase substantially should expenditure plans not materialize to the extent envisioned by schools.*** The carryover of $3,600,000 in school funds would cost the district approximately $1,944,000 in lower state aids in FY 1996.

5. The current carryover policy was established when the district was able to apply any surplus to the next year's budget. The present state funding formula and revenue caps no longer allow this to occur. Since the revenue "caps" were imposed in FY 1993, the revenue caps have been lowered $4,100,000 for FY 1994 and $3,800,000 for FY 1995. The lowering of the revenue "caps" has impaired the district's ability to sustain the carryover of funds from FY 1995 to FY 1996.

The district is required to spend nearly 100% of its FY 1995 budget in order to retain an adequate level of spending authority and state aids to meet FY 1996 needs. If schools carry over 1% to 3% of their budget, the district will not be able to fully expend the FY 1995 budget. The result in FY 1996 will be a loss of state aids and a permanent reduction in spending authority in all future years.

The FY 1996 proposed budget includes $7,900,000 in spending reductions for department budgets and centralized accounts. Should the district suffer a significant loss of state aids and spending authority in FY 1996, schools will have to make up the difference by lowering their base budget allocation. Schools that carry over funds could lose up to 1.62% of their FY 1996 budget. The reduction in the base amount would be permanent. Any increases in future years will be from the lower base amount. Therefore, it is in the best interest of the district and schools that funds be expended fully. A brief illustration is shown below:

Impact of 3% Carry over on Base Budget

FY 1995 Base Budget:	$1,000,000	$2,000,000	$3,000,000
Less State Aids and a permanent reduction in funding:	($16,200)	($32,400)	$(48,600)
FY 1996 Base Budget:	$983,800	$1,967,600	$2,951,400
Percentage Reduction:	1.62%	1.62%	1.62%

This table clearly shows a permanent decline in school base budgets. Consequently, the administration recommends a temporary suspension of the carryover policy to the Board. If approved, this

means that schools and departments will not be able to carry over any unencumbered balances of any amount.

6. While the current state finance system has put the district in a challenging position, it is providing the district with an opportunity to significantly advance technology in our classrooms system wide. Departmental budgets have been reviewed and any surpluses will be used to support technology in schools. By pooling school based funds with centrally administered funds, the district is poised to make tremendous strides in beginning to implement its strategic technology plan.

7. Surpluses will hurt the district, but the district also cannot end up in a deficit position. The carry over policy also includes provisions about carryover of deficits. Suspension of the policy will technically cover both surpluses and deficits. However, schools and departments will still be held accountable for good fiscal management. If a school or department makes decisions about expenditures based on projections provided by the Department of Finance and a deficit occurs, then they will be held harmless for the deficit. The Department of Finance will provide schools and departments with updated budgetary information on a regular basis.

Strategic Plan Compatibility Statement

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

Statute, Board Policy or Rule Statement

9. Upon approval of this recommendation, Board policy, Fund Carryover, will be suspended for one year.

Fiscal Impact Statement

10. Approval of a one-year suspension of the carryover policy will increase the likelihood that the district will more fully expend its FY 1995 budget, thereby, retaining an adequate level of spending authority and state aids to meet FY 1996 needs.

Implementation and Assessment Plan

11. Upon approval of a one-year suspension of the carryover policy, schools and departments will be informed that unexpended FY 1995 balances will not be carried over to FY 1996.

Superintendent's Rrecommendation

That the Board approve a one-year suspension of the carryover policy, and that unencumbered FY 1995 balances will not be carried over to FY 1996.

* * * * *

(Item 2) Authorization to Make Technology Purchases

The Superintendent recommends the following purchases. The first four items are being funded from individual school budgets. A listing of schools and the approximate amounts purchased is found in the Attachment. The last two items are being funded out of department budgets.

BB-5161 148 PC-DOS Based Microcomputers (Various Sites)

Dell Computer, Inc. (Golden & Associates), low bidder meeting specifications, for PC-DOS based x4866Mz microcomputers. Total cost..... $239,168

SS-139 IBM Microcomputer Labs (Various Sites)

IBM Corporation (Entre Computer) for 50 IBM PC350 and 74 IBM 350MM microcomputers, including bundled software, networking, installation, and training. Total cost..... 243,440

SS-140 MacIntosh Computer Labs/Stations (Various Sites)

Apple Computer (Graham Micro-Age) for a total of 1,287 MacIntosh 5200LC microcomputers, including bundled software, networking, installation, and training. Total cost 2,327,613

SS-141 Printers (Various Sites)

Apple Computer (Graham Micro-Age) for a total of 359 printers, and Hewlett-Packard for a total of 113 printers. Total cost 239,655

Department budgets have been reviewed, and a surplus of $2,500,000 is projected. The administration proposes that this surplus be used to advance the district's technology plan. The MPS Information Plan recommends a student-to-computer ratio of three-to-one. This project would allow for nine computers to be placed in one classroom in every MPS school. The grades recommended are the third, seventh, and tenth grades, but schools will be able to determine the grade level and/or classroom. Major benefits are that all schools will become involved in the use of technology in education; training and use would take place with a wide array of teachers and students; curriculum can be developed on a district-wide basis; and would offer the district the opportunity to fully test and verify the classroom model proposed.

SS-142 MacIntosh Computer Labs/Stations (Various Sites)

Apple Computer (Graham Micro-Age) for a total of 1,175 MacIntosh 5200LC microcomputers, including bundled software, networking, installation, and training. Total cost 2,091,500

BB-5161 210 PC-DOS based Microcomputers (Various Sites)

Dell Computer, Inc. (Golden & Associates), low bidder meeting specifications, for PC-DOS based x486/66Mz microcomputers. Total cost 339,360

* * * * *

(Item 3) Worksession on the Proposed FY96 Budget, including discussion of three Resolutions Held at the Board Level on March 29, 1995.

At its meeting on March 29, 1995, the Board held the following three resolutions, which were introduced by Director Todd, at the Board level, inasmuch as they relate to the FY96 Budget:

A. Resolution by Director Todd regarding the Elimination of Exceptional Education Department Coordinators, Zone Administrators, Program Administrators and Supervisors

WHEREAS, MPS is in the process of decentralizing to a system of schools where the principal is expected to be the ‘leader of leaders’; and

WHEREAS, Cutbacks on central office expenditures and administrative positions have been a major objective of the Superintendent; and

WHEREAS, The Administration has proposed budget cutbacks in exceptional education services to children amounting to approximately $400,000; and

WHEREAS, The exceptional education department has grown even more unwieldy and top heavy in light of these cuts; and

WHEREAS, eliminating the top ex-ed echelon administrative cost could amount to as much as $2 million plus; and

WHEREAS, The proposed line position cuts of approximately $400,000 were merely shifted to the schools resulting in no net savings to the district; now, therefore, be it

RESOLVED, That the ex-ed field staff of psychologist, social workers, speech pathologist, ED, LD and CD etc., teachers report directly to the principals, and be it

FURTHER RESOLVED, That all administrative cost and positions be eliminated as they relate to the director of ex ed, department coordinators, zone administrators, program administrators, ex ed supervisors and ex ed MIS, and be it

FURTHER RESOLVED, That the administration present a revised organization and corresponding budget cuts and tax dollar savings to the Board of School Directors.

B. Resolution by Director Todd regarding Postponing Adoption of the Budget until after the New Board is Seated

WHEREAS, The Milwaukee Board of School Directors is elected by the public and has decision making authority for the conduct of the public schools; and

WHEREAS, Milwaukee Board of School Directors as a representative governmental body is dependent upon an informed electorate; and

WHEREAS, A public hearing on the Milwaukee Public Schools budget for the 1995 fiscal year, the 1995-1996 school year, was scheduled for March 22, 1995; and

WHEREAS, Complete and real figures for the 1995 fiscal year budget will not be released before March 20, 1995; and

WHEREAS, Serious analysis and meaningful public comment on the budget requires some time for review; and

WHEREAS, Milwaukee Board of School Directors has scheduled adoption of the budget for fiscal year 1995 on April 20, 1995; and

WHEREAS, The meeting on April 20, 1995, will be the last meeting before the directors who will have been elected on April 4, 1995, take office; now, therefore, be it

RESOLVED, That public hearings on the budget for fiscal year 1995 be held not less than ten business day after the complete and real figures for the budget will have been available to the public, and be it

FURTHER RESOLVED, The Milwaukee Board of School Directors shall not adopt the budget for fiscal year 1995 until after the Board will have been reconstituted by directors elected on April 4, 1995, and be it

FURTHER RESOLVED, That in the event that the Milwaukee Board of School Directors adopts the budget for fiscal year 1995 before the Board is reconstituted according to the April 4, 1995, election, that the Board as elected in 1995 rescind adoption of the budget that would have been adopted by the Board on April 20, 1995.

C. Resolution by Director Todd regarding the Sharing of Line Item Budget Numbers per Child for Individual Schools Prior to Adoption of the Budget

WHEREAS, The Milwaukee Board of School Directors, as the publicly elected, representative body has the decision making authority for the public schools and to exercise this responsibility needs the views of an informed electorate; and

WHEREAS, individual schools should have known by March 1st how much money they will have per student for fiscal 1995 so that they can obligate money and develop plans for instructional programs; and

WHEREAS, as of 3 PM Friday, March 17, 1995, the Budget Unit could not provide even approximate budget figures for individual schools, yet the public hearing on the Superintendent's budget is scheduled for March 22, 1995; and

WHEREAS, The Strategic Planning and Budget Committee is scheduled to take action on the proposed budget and send it to the Board on March 28, 1995, without an opportunity for meaningful public comment based upon serious analysis; and

WHEREAS, The Milwaukee Board of School Directors is scheduled to adopt the entire budget including both the amount per student for each individual school and the system wide accounts on April 20th, less than one week before the Board is reorganized to include the new members elected April 4th; now ,therefore, be it

RESOLVED, That the MPS Strategic Planning and Budget Committee encourages the Superintendent to share firm budget numbers per child for the individual schools as soon as possible and that the committee schedule a public hearing approximately one week after the numbers are available, and be it

FURTHER RESOLVED, That we ask the MPS Budget staff to divide the budget between the minimum amount per student allocated to each school and system wide accounts, and be it

FURTHER RESOLVED, That the Strategic Planning and Budget Committee, at least one week after the public hearing, as is now scheduled, consider and forward to the full Board for adoption only the specific school amounts, and be it

FURTHER RESOLVED, That the reconstituted Strategic Planning and Budget Committee composed of members of the Board as reconstituted on April 24th have a public hearing on the system wide accounts and then forward these accounts and any amendments that increase amounts per student for individual schools to the full Board.

* * * * *

Director Johnson moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the above matters.

The motion was adopted, the vote being as follows:

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

Noes—0.

The Board resolved itself into a Committee of the Whole at 6:43 PM.

The Board rose from the Committee of the Whole at 8:19 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the items of business listed for the meeting.

With respect to Item 1, Director Todd moved to approve the superintendent's recommendation.

Director De Bruin moved to amend the motion to provide that the one year suspension be contingent on the following:
1) that the FY96 budget of each school be adjusted by adding to the budget of each such school an amount equal to that school's carryover funds, as a one time adjustment; and 2) that the administration recommend budget adjustments to the FY96 budget to cover the additional allocations (net of additional state aid) to these schools.

After discussion, the amendment failed of adoption, the vote being as follows:

Ayes—None.

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

Director De Bruin moved to amend the motion to provide that each school having a surplus shall maintain the right to expend that surplus in FY95.

The amendment prevailed, the vote being as follows:

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

Noes—None

The question being on approval of the Superintendent's recommendation as amended, it was approved, the vote being the same as that preceding:

Ayes—8; Noes—0.

With respect to Item 2, Director Small moved to approve the technology purchases.

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

Ayes—8; Noes—0.

The Board recessed from 8:37 to 8:45 PM, after which it proceeded to conduct its worksession on the FY96 budget.

The Board adjourned at 9:23 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 13, 1995

Special meeting of the Board of School Directors called to order by President Bills at 8:00 PM.

Present—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki (8:02 PM), Small, Todd and President Bills—8.

Absent—Director Todd—1.

Vacancy on Board—1.

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

April 7, 1995

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 8:00 PM, Thursday, April 13, 1995, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed FY96 School Operations, Construction and Extension Fund Budgets.

NANCY R. NOESKE
Director

Director Lucey moved that the Board resolve itself into a Committee of the Whole purpose of giving public hearing on the proposed FY96 School Operations, Construction and Extension Fund Budgets, as required by Section 119.16 (8) (a), Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki and President Bills—6.

Noes—None.

Temporarily absent—Director Small—1.

The Board resolved itself into a Committee of the Whole at 8:03 PM.

The Board rose from the Committee of the Whole at 8:32 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the proposed FY96 School Operations, Construction and Extension Fund Budgets, as required by Section 119.16 (8) (a), Wisconsin Statutes.

The Board adjourned at 8:34 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 17, 1995

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

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

Absent—None.

Vacancy on Board—1.

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

April 13, 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 PM, Monday, April 17, 1995, in Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Director of Board Governance/Board Clerk and considering and possibly acting on modifications to the employment contract of that same individual.

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

NANCY R. NOESKE
Director

Director De Bruin moved that the Board retire to executive session for the purpose of conducting the annual performance evaluation of the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki and President Bills—6.

Noes—None.

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

The Board adjourned from executive session at 9:10 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 1995

Special meeting of the Board of School Directors called to order by President Bills at 6:00 PM.

Present—Directors De Bruin, Johnson, Lucey, 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:

April 13, 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 PM, Tuesday, April 18, 1995, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, in response to the request of the superintendent, for the purpose of (1) discussing the future direction of the Milwaukee Public Schools under the leadership of the current superintendent and the Board of School Directors and (2) considering and possibly acting on modifications to the Superintendent's employment agreement.

Pursuant to the provisions of Section 19.85 (1) (c), Wisconsin Statutes, the Board may retire to executive session to consider modifications to the term and structure of compensation of the Superintendent under his employment agreement with the Board, and may reconvene in open session to take action on matters considered in executive session.

NANCY R. NOESKE
Director

At the Superintendent's request, the Board took up Item 2 first.

Director Todd moved that the Board retire to executive session for the purpose of discussing modifications to the term and structure of compensation of the Superintendent under his employment agreement with the Board.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board reconvened in open session at 6:50 PM.

With respect to Item 1, the Superintendent submitted the following communication:

April 18, 1995

Ms. Mary Bills, President
Milwaukee Board of School Directors
3008 East Linwood Avenue
Milwaukee, WI 53211

Dear President Bills:

With this letter, I tender my resignation as Superintendent of Schools, effective July 31, 1995. I intend to continue to be present in and attend to the duties of, the superintendent's office through June 30, 1995. From July I through July 31, I plan to take vacation days which have accrued.

It has been with devotion, dedication and commitment that I have worked with the Board, over the past four years, to improve the Milwaukee Public Schools. My interest in and support for Milwaukee Public Schools will continue.

From August 1 until October 17, 1995, 1 will be available to consult with the administration if you need my assistance.

While the effective date of my resignation will be July 31, 1995, I respectfully request that the Board act upon and accept it immediately, and appoint a committee or establish a process to resolve issues and reach an agreement concerning details relating to my departure.

Thank you for your consideration.

Sincerely,

Howard Fuller, Ph.D.
Superintendent of Schools

cc: Milwaukee Board of School Directors

Dr. Fuller addressed the Board.

Director De Bruin moved that the MPS Board of Directors accept the resignation of Dr. Fuller, effective July 31, 1995, that the President appoint a committee to resolve issues and reach a recommended agreement concerning details about his departure, and that the Board extend its sincerest thanks to Dr. Fuller for the effort and energy he has shown over the last four years.

The motion was adopted, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:02 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 1995

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

Present—Directors Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

Absent and excused—Directors De Bruin, Small and Todd—3..

Vacancy on Board—1.

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

April 13, 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 PM, Wednesday, April 19, 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
Director

Director Sinicki moved that the Board resolve 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 Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:10 PM.

The Board rose from the Committee of the Whole at 7:40 PM.

President Bills, who chaired the Committee of the Whole, presented the following report for the Committee:

Your Committee recommends that the Board concur in the recommendation of the Administration, that Mr. Gregory L. Martin be discharged from his position with the Milwaukee Public Schools, and in addition, your Committee finds that, in addition to the reasons stated by Ms. Horton in her testimony tonight and in her letter, which is Exhibit 76, that the drug dealing activity in which Mr. Martin engaged is unacceptable for an employee in this district, that someone engaged in the business of dealing drugs creates a significant risk that constituents of this school district, be they parents or children or other, will come into contact with him as a drug dealer and recognize him as a teacher of the Milwaukee Public School and do injury to the reputation of this school district and to the well-being of our children.

Director Lucey moved to adopt the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board adjourned at 7:42 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 20, 1995

Regular meeting of the Board of School Directors called to order by President Bills at 6:36 PM.

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

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence for Pernell D. Brooks, Jorge Vega and Vonzell David, Jr., MPS students killed during this month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

April 20, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

RE: EXCELLENCE IN EDUCATION AWARD

It is my pleasure to present to you for recognition at this evening's meeting of the Milwaukee Board of School Directors:

Ms. Leah Jerabek
School Psychologist

Ms. Leah Jerabek has been with the Milwaukee Public Schools for 19 years. She taught all age levels from preschool to high school for 12 years and has worked as a school psychologist for the past seven years.

In the last five years, Ms. Jerabek has been instrumental in developing and implementing the Milwaukee Public Schools' Violence Prevention Program. She has earned a fine reputation within our school district as well as throughout the state and nation for her work with the program.

Within the Milwaukee Public Schools, Ms. Jerabek has, along with colleagues, developed the Violence Prevention curriculum used in our schools and continues to conduct training sessions for school staffs. At the state and national levels, she has made presentations on the program at conferences for teachers, guidance counselors, and other educators. Most recently, in March, she co-presented at the National School Psychologists Conference in Chicago and is participating in a national "think tank" gathered to revise curriculum in this area.

The MPS' Violence Prevention Program has evolved from a "pull-out" program for disruptive students to an inclusive classroom model that teaches all students mediation skills. More than 100 elementary schools and 10 middle schools have received training in violence prevention. The program has four parts -- staff training, the Second Step curriculum, peer mediation, and parent involvement.

As a part of the Violence Prevention Program, inservice sessions are conducted to provide school staffs with skills on how to prevent and de-escalate potentially volatile situations and to be aware of how body language can impact on student behavior. Staff is provided training to teach students problem solving skills, anger management, social skills training, and peer mediation training.

The Second Step curriculum was developed in MPS from Seattle's Committee for Children. The curriculum covers all grade levels and focuses on individuals' feelings and emotions and strengths and weaknesses. Through direct instruction and role playing, Ms. Jerabek says, "students recognize the legitimacy not only of their own feelings, but of those of their peers. Thus, they can recognize and accept differences."

It is fitting that Ms. Jerabek is being recognized this month as April is designated as School Psychology Month. I would also like to take this opportunity to thank all of our school psychologists for their hard work, caring attitude and commitment to our students and their families.

I would ask that the Board of School Directors and the entire school community join me in recognizing Ms. Leah Jerabek for her leadership role in developing and implementing the Milwaukee Public Schools' Violence Prevention Program. It serves as a nation-wide model for other school districts.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

April 19,1995

TO THE BOARD OF SCHOOL DIRECTORS

Re: New DPI Requirement

The Milwaukee Public Schools were recentlv informed that "public agencies are required, as part of their application to the Department of Public Instruction (DPI) for specal education funding, under the Individuals With Disabilities Education Act (IDEA), to document that they have established the requirements in state and federal special education laws. Public agencies must submit with their annual application for funding under IDEA written policies which establish these requirements. An IDEA funding application will not be in approvable form until these policies are received."

In conversations with personnel from the DPI, it was agreed that if the board-adopted policy regarding students with exceptional education needs (IGBA) was modified to include a statement referencing the DPI Model Special Education Policv Document, this would appropriately address their new requirement.

We are ready to submit our EDEA grants for the 1995-1996 school year. These requests are in excess of five million dollars.

In view of this new requirement and the need to have documentation that our Board is committed to complying with the state and federal special education laws accompany our grant requests, I am recommending that the Board adopt the modified policy statement as indicated below at its meeting on April 20.

Respectfully submitted,

HOWARD FULLER, PH.D.

Superintendent of Schools

PROGRAMS FOR STUDENTS WITH EXCEPTIONAL EDUCATION NEEDS (EEN)
(Exceptional Education Programs)

Modified Section of Policy

Under Wisconsin and federal law, the Milwaukee Public Schools are mandated to provide to its residents multidisciplinary team evaluations of all children ages birth to 21 or graduation suspected of having an exceptional education need and educational programming for all children ages three to 21 or graduation who have exceptional education needs.

The division of exceptional education and supportive services shall be responsible for supporting the schools in providing diagnosis and appropriate educational programs designed to confer educational benefits to all eligible children. Programs shall be under the direct supervision of the director of the EESS Division.

In order to comply with the requirements of law (See delineation of applicable state and federal laws in the Model Special Education Policy Document published by the Wisconsin Department of Public Instruction (DPI) and to ensure equal educational rights for all exceptional children and youth living in the city of Milwaukee, the Board has established a comprehensive program for such students incorporating the following. . . .

Director Lucey moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

COPMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

April 20, 1995

TO THE BOARD OF SCHOOL DIRECTORS:

At a special meeting of the Board of School Directors held on April 17, 1995, the Board conducted the annual performance evaluation of the Director of Board Governance. Subsequent to that meeting, at the direction of President Mary Bills, an amendment to the Director of Board Governance's employment agreement was drafted. The amendment was not available at the time the Board book was printed. Accordingly, the amendment is being submitted to this Board this evening, under separate cover, for your consideration.

NANCY R. NOESKE, PH.D.
Director

Director Small moved to approve the amendment to the employment agreement.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Lucey—1.

By consensus, the Board took up the Committee of the Whole and the Regular Items of Business next.

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 13 of the Regular Items of Business.

The motion prevailed, the vote being as follows:

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

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 7:35 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 13 of the Regular Items of Business.

REGULAR ITEMS OF BUSINESS

Director Lucey moved to suspend Board rules 2.08, 2.09 and 2.31 to allow for adoption of any recommendations regarding the regular items of business on the agenda.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 1) Approval of 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)	Bettye Bunch	Assistant Principal Webster Middle School	Schedule III, Range 11D $58,215

(r) Resident

Director Lucey moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

* * * * *

(Item 2) Recommendations regarding Approval of Leaves of Absence

Superintendent's recommendation

The Superintendent recommends approval of the following leaves of absence effective as of the dates indicated:

	Present Assignment	Effective From
Illness Leave, to June, 1995:		
Jean Acevedo	King HS	January 3, 1995
Donald Darnieder	Grand	March 7, 1995
Dawn Klein	Sholes	March 29, 1995
Mikel McGrew	Pulaski	August 25, 1994
Personal Leave, to June, 1996:		
Jerry Lee Johnson	Webster	August, 1995
Karen Tepper	Maryland	August, 1995
Maternity Leave, to June, 1996:		
Amy Schmid	Whitman	August, 1995
Sabbatical Leave, to January, 1996:		
John Ogilvie	Story	August, 1995
Sabbatical Leave, to June, 1996:		
Jean Acevedo	From Leave	August, 1995
Kemi Atandare	EESS Center	August, 1995
Richard Cohn	Forest Home	August, 1995
Kenneth Kalfas	Burroughs	August, 1995
Troi Rapkin	Lancaster	August, 1995
Kathryn Seynhoven	Kosciuszko	August, 1995
Joann Wellmuth	MHSA	August, 1995
Study Leave, to June, 1996:		
Marilynn McVicker	Lloyd	August, 1995
Catherine Pechauer	Sholes	August, 1995
Extension of Personal Leave, to June, 1996:		
Ellease Mayo	Leave	August, 1995
Extension of Illness Leave, to June, 1996:		
Deanne Pankratz	Leave	August 25, 1994

Director Todd moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

* * * * *

(Item 3) Award of Contracts

Superintendent's recommendation

The Superintendent recommends that the Board award the following contracts.

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Keefe Avenue School
Pieper Electric, Inc., low bidder, base bid of $110,190

PLAYGROUND WORK

Division 1—Burroughs Middle School
Stark Asphalt, low bidder, base bid of 398,260

Division 2—Kilmer Alternative School
Stark Asphalt, low bidder, base bid of 109,830

Division 3—Thoreau School
Stark Asphalt, low bidder, base bid of $56,890; plus $940 for mandatory alternate bid 1 to provide new basketball backboard, goal, gooseneck support post with concrete footing and striping; plus $1,950 for mandatory alternate bid 2 to provide all patching, crack sealing, and sealcoating of existing asphalt paved surfaces where indicated, for a total contract of 59,780

ROOF REPLACEMENTS

Division 1—MacDowell School
Specialty Associates, Inc., low bidder, base bid of 183,448

NEW TOT LOTS

Division 1—Alcott School
Bluemel's Maintenance Service, Inc., low bider, base bid of 52,750

BOILER REPLACEMENTS

Edison Middle School
Pyramid Heating and Air Conditioning, Inc., second low bidder, base bid of $120,500 plus $1,000 for mandatory alternate bid 1 to reinsulate all domestic water piping in boiler room for a total contract of 121,600
(Note: Low bidder submitted bid which contained an error of omission and was released.)

Riley School
Butters-Fetting Co., Inc., low bidder, base bid of $134,298 plus $1,980 for mandatory alternate bid 1 to reinsulate all domestic water piping in boiler room for a total contract of 136,278

MASONRY REPAIRS

Division 2—Thirty-eighth Street School

Pukall Co., Inc., low bidder, base bid of 80,250

WINDOW REPLACEMENTS

Division 1—Clarke Street School
J.F. Cook Co., Inc., low bidder, base bid of 333,700

Division 3—Thirty-fifth Street School
J.F. Cook Co., Inc., low bidder, base bid of 281,860

Division 4—Tippecanoe School
J.F. Cook Co., Inc., low bidder, base bid of 179,849

ASBESTOS ABATEMENT AND RELATED WORK

Division 1—Lincoln Middle School of the Arts
Robinson Brothers Environmental, Inc., low bidder, base bid of 73,054

Division 2—Rufus King High School
Robinson Brothers Environmental, Inc., low bidder, base bid of 54,803

Director Todd moved to approve the Superintendent's recommendation.

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

Ayes—8; Noes—0.

* * * * *

(Item 4) Approval of Extension of Contract for ADA Compliance Services

Administration's Analysis

1. On July 20, 1994 (Proc., p. 111), the Board authorized the retention of Toki & Associates, Inc. and Barton-Malow Company to provide Construction Inspection Services related to work associated with the Americans With Disabilities Act (ADA). This contract was executed in response to Requests For Proposals received on June 30, 1994. The cost of the contract was 3 percent of the construction costs, estimated at $3,830,000, or $114,900. The contract contained a 67 percent HUB participation factor.

2. On February 22, 1995 (Proc., p. 407-408), the Board adopted a resolution authorizing the borrowing of an additional $5,000,000 from the Board of Commissioners of Public Lands to complete modifications at various schools to comply with the Americans With Disabilities Act (ADA). These modifications will involve an additional 27 locations with work scheduled to commence in July, 1995. It should be noted that another $10 million over two additional years will still be required to complete this program.

3. The current contract will require the two companies to be involved with the first group of schools until mid-fall in order to complete their obligations. This work will overlap with construction anticipated in the upcoming phase of work.

4. Anticipating the need for similar services in this upcoming work, the Division of Facilities and Maintenance Services has been in discussion with both of the firms as to a possible extension of their contracts under the same terms. Both firms have indicated that they would be willing to extend their current contract on the same terms, conditions, and fees. The extension of the current contracts would be more beneficial to the district for a number of reasons:

a. Continuity of high quality services would be guaranteed. The firms have developed and implemented procedures as part of their work on the first 43 schools which will enable them to

best serve the district during construction activities at the next 27 locations. They also have built

a good working relationship with the four (4) design firms involved in this project, thus creating a highly effective team effort.

Continuation of existing contracts would also provide uninterrupted service on the next group of projects. A new firm would require a period of time to become familiar with district standards, methods, practices, and expectations to adequately provide a comparable level of service. Experience to date on this project has shown this period to be at least six months in length.

b. Additional costs would not be incurred in order to solicit new proposals. In addition, there will be no additional costs incurred during the learning period required for any new consultant. Experience with the existing firms has shown that additional costs were not only incurred on individual projects, but also for additional staff time to assist in project management during the initial months of the current contracts. Given the current scarce resources available due to budget constraints, every effort to minimize unnecessary costs wherever possible is a necessity.

Strategic Plan Compatibility Statement

5. 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

6. Board policy requires that all contracts for professional services over $25,000 be approved by the Board.

Fiscal Impact Statement

7. Sufficient funds are included in the budget to cover the cost of the contract extension for FY96.

Implementation and Assessment Plan

8. Upon approval by the Board, an extension to the existing contract will be executed and processed through normal procedures. Ongoing evaluations will continue to insure that a high quality of services continue to be provided. Termination procedures have been made part of the agreement and will be utilized if required.

Superintendent's recommendation

That the contract for Toki & Associates, Inc. and Barton-Malow Company to jointly provide construction inspection services for modifications to comply with the Americans With Disabilities Act be extended for two (2) additional years at the same terms and conditions.

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 5) Authorization to Make Purchases

Superintendent's recommendation

The Superintendent recommends that the Board approve the following purchases.

SS-133 40 Station CCC Lab (M.L. King)

Apple Computer (Graham Microage) for 40 ea Macintosh 5200LC workstations with CD-ROM	$84,827
Apple Computer (Graham Microage) for a fileserver and networking hardware components	8,389

Computer Curriculum Corporation for curriculum software 77,531
Computer Curriculum Corporation for ongoing support, annual license fees and training 14,450

SS-134 30 Station IBM Compatible Computer Lab (Pulaski)
Vendor to be determined:
30 ea IBM compatible 486DX2/66 student workstations, a file server, Novell network components, installation and training..... 90,688
12 ea IBM compatible stations for administrative purposes 28,941

SS-135 Expansion of Macintosh Computer Network (O.W. Holmes)
Apple Computer (Graham Microage) for 45 ea Macintosh 5200LC student workstations with CD-ROM 90,000
Apple Computer (Graham Microage) for network hubs and components 17,000
Apple Computer (Graham Microage) for various curriculum and software 10,000
Graham Microage for installation, support and training 8,500

SS-136 36 Station Macintosh Computer Lab (Muir)
Replacement of an old Apple IIe computer lab with 36 ea Macintosh 5200/75 LC workstations, 3 laserwriter printers and a multimedia projector, cost not to exceed..... 83,000

SS-137 Macintosh Classroom Computers and Lab (Audubon)
Apple Computer (Graham Microage) for a 30 station Macintosh 5200/75 LC lab, including file server, 3 printers, scanner, network components, installation and training 70,356
Apple Computer for 65 ea Macintosh 5200/75 LC workstations and 12 Stylewriter printers 115,319
Apple Computer for a Media Center presentation station consisting of a PowerMac 6100/66AV computer, multi-media monitor and teacher solution software bundle 5,192
SS-138 240 Macintosh Powerbooks (Exceptional Ed.)
Apple Computer for 240 ea Macintosh Powerbooks, model 150, with expanded memory and fax-modem 390,926

SS-146 15 IBM Thinkpads and Network Upgrade (Milwaukee Education Center)
Entre Computer for 15 ea IBM Thinkpad laptop computers and for upgrade of the file server and network operating system..... 82,310

SS-147 Macintosh classroom computers and lab (Bell)
Apple computer (Graham Microage) for 107 ea. Macintosh 5200/75 LC student workstations, file server with communications bundle, 57 printers, 4 digital cameras, 1 scanner, 5 administrative computers, and operational/curriculum software and networking components 273,098
Graham Microage for installation and training 25,000
Beckley-Cardy for necessary furniture..... 12,778

SS-148 41 Macintosh powerbooks (Alternative Programs)
Apple computer for 34 ea. Macintosh model 150 powerbooks and 7 ea. model 520c powerbooks. All units to include a FAX modem, 4 MB memory upgrade, and productivity software 75,017

SS-149 Consulting Services for Financial System Upgrade
Kalon Group Inc. (HUB) for upgrading the financial system to Computer Associates Masterpiece 3.0 replacing the current general ledger application. Upgraded application software provided at no cost from Computer Associates as part of maintenance agreement and bundling of software upgrades. The new application will provide expanded functionality including end user query and reporting

capabilities. CA-Workbench which provides work station based data manipulation being supplied

by Computer Associates. Interfaces to legacy systems including new on line requisition processing and enhanced reporting for sites and executive level needs being provided through Kalon Group. Training included in Kalon Group contract. 65,000

B-5160 Boilers (Facilities and Maintenance for various sites)

Burroughs Middle School
Combustion Systems of Wisconsin 69,929
..... (Note: lower bid did not meet specifications)
Edison Middle School
Combustion Systems of Wisconsin 75,040
(Note: lower bid did not meet specifications)

Neeskara School
Heat and Power Products 63,410

Riley School
Combustion Systems of Wisconsin 53,378

Zablocki School
Combustion Systems of Wisconsin 60,544

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 6) Resolution by President Bills regarding a Student Responsibility Act

Resolution

At the Committee Chairs meeting on March 1, 1995, President Bills introduced the following resolution, which was referred to the Personnel and Negotiations Committee:

WHEREAS, Students who attend the Milwaukee Public Schools 90% of the time have on average 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 thereafter, 90% of the time or risk losing their school assignment; and
2) Student government has 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 government and the student government advisor.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted, with the understanding that the administration will provide additional information at the March 29, 1995 Board meeting.

Director Sinicki moved to hold Item 6 at the Board level until the May, 1995 Board meeting to allow for the City Attorney to provide the Board with an opinion on the matter.

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

Ayes—8; Noes—0.

* * * * *

(Item 7) Implementation Plan for Criminal Background Checks

Background

At its meeting on March 29, 1995, the Board adopted a resolution by Director De Bruin to provide for one-time criminal background checks of current employees and directed the administration to develop a plan to fund the criminal background checks and the evaluation of the background checks out of FY95 funds and that the plan be presented to the Board for consideration or action along with other proposals for the use of surplus FY95 funds.

The resolution as adopted is reproduced below, followed by the plan for criminal background checks developed by the administration.

Resolution

WHEREAS, The Milwaukee Public Schools have provided our students with safe environments within which to learn, especially given the violence and problems that exist in many parts of our community; and

WHEREAS, The real, and perceived, safety of our schools is a substantial factor in the decision of parents to have their children attend MPS schools; and

WHEREAS, MPS should take reasonable precautions to protect our students from potential harm and to save our taxpayers from the costs that flow from tragedies and losses that could be avoided; and

WHEREAS, Criminal background checks of teachers were instituted in 1992 and were conducted through the Wisconsin Department of Justice; and

WHEREAS, In August 1993, the Board of School Directors adopted a policy requiring the Department of Human Resources to conduct a crime information check through the Wisconsin Department of Justice and other appropriate information sources in regard to new job applicants; and

WHEREAS, These recent policy changes have enhanced the safety of MPS's students and property; and

WHEREAS, MPS has in recent months learned of certain employees who were hired before background checks were required and whose employment may have been affected if their criminal backgrounds had been known; and

WHEREAS, The Superintendent has properly requested the assistance of law enforcement and penal agencies in alerting MPS when employees become involved in criminal wrongdoing, a function that MPS cannot do itself; and

WHEREAS, Most MPS employees' backgrounds have never been checked because they were hired prior to the recent policy changes requiring such checks; and

WHEREAS, The vast majority of MPS employees, who are honest, hard working and dedicated people, suffer when criminal activity affects MPS; and

WHEREAS, Individual determinations are required as to whether a past criminal record poses a risk to MPS' students or property; now, therefore, be it

RESOLVED, That the Superintendent is directed to ~~forthwith~~ initiate one-time criminal background checks through the Wisconsin Department of Justice and other appropriate crime information sources on those current employees whose criminal background has not previously been checked either through DPI or MPS; and be it

FURTHER RESOLVED, That the Superintendent recommend a process for evaluating the information gathered by these checks and for acting, on an appropriate case by case basis, when the nature of the criminal background reasonably required MPS to do so; and be it

FURTHER RESOLVED, That the Superintendent include in his proposed budget for FY 1996 reasonably sufficient funds to pay for the expense of any additional disciplinary proceedings, unemployment compensation claims and staff and consulting services that may be required as a result of this process.

Plan for Criminal Background Checks

IMPLEMENTATION PLAN FOR CONDUCTING A ONE-TIME CRIMINAL BACKGROUND CHECK ON CURRENT EMPLOYEES

POLICY STATEMENT

A one-time criminal background check will be conducted on all Milwaukee Public Schools employees hired prior to September 1, 1993. All employee categories will be covered, including part-time and full-time employees, except student workers.

The Department of Human Resources shall be vested with the responsibility for coordinating and completing these checks in conformity with the implementation plan as outlined herein. These checks shall be conducted through the Wisconsin Department of Justice and other appropriate crime information sources, as determined by the Department of Human Resources. Pursuant to Board approval, the services of an outside consultant will be retained to assist in completing these checks.

HOW THE DEPARTMENT OF HUMAN RESOURCES WILL CONDUCT THE CRIMINAL BACKGROUND CHECKS

The following steps will be taken to complete these checks:

1. Required information (i.e., name, birthdate, race, gender, etc.) relative to each employee will be sent to the Wisconsin Department of Justice, Crime Information Bureau, or checks will be made through other appropriate out of state agencies. Current payroll records reveal that approximately 14,000 employees would be slated for a background check. Upon receipt of the completed background check reports from the Justice Department, or other appropriate out of state agencies, each report will be reviewed and verified to ensure that the person identified in each report is the actual person for which a background check was requested.

2. If a criminal background check report is returned which indicates that an employee does not have a criminal conviction in the State of Wisconsin, no further action by the Department of Human Resources will be necessary.

3. If a report is received for any employee that reveals a record of conviction and/or pending charge, each such report will be handled in the following manner:

a. The consultant will review each report to ensure accuracy and completeness.

b. The consultant will obtain court records and other pertinent documents and information pertaining to the convictions and/or pending charges identified on each report.

c. After each report has been reviewed for accuracy and completeness, the consultant will give all the documentation collected for each report to the Department of Human Resources for a determination on whether or not to pursue disciplinary action.

GUIDELINES FOR EVALUATING CONVICTION RECORDS

Section 111.32(3), Wis. Stats. defines "conviction record" as follows: (3) "Conviction record" includes, but is not limited to information indicating that an individual has been convicted of any felony, misdemeanor or other offense, has been adjudicated delinquent, has been placed on probation, fined, imprisoned or paroled pursuant to any law enforcement or military authority.

If a conviction record exists, an employer may refuse to employ or may terminate a person who has been convicted of any felony, misdemeanor, or other offense, if the circumstances of the offense substantially relate to the circumstances of the particular job. Sec. 111.335 (1) (c), Wis. Stats.

The existence of a conviction record or pending charge alone may or may not be a bar to employment. However, the school district will inquire about pending charges or a conviction record, and will then determine whether the circumstances of the pending charge(s) or the conviction record are substantially related to the job. Furthermore, in the event an employee falsifies a response on his/her employment application regarding pending charge(s) or a conviction record, the school district may terminate the employee, if deemed appropriate, upon learning of the falsification.

Therefore, each case will be reviewed on it own merits for conformity with Secs. 111.31-111.395, Wis. Stats. For purposes of this implementation plan, convictions and/or pending charges or offenses denoted below are considered job-related, consistent with the line of business of the Milwaukee Public Schools, and depending upon the circumstances surrounding the conviction(s) and/or pending charge(s) relative to the same, an employee may be subjected to disciplinary action.

Providing false, misleading or incomplete information on a job application
Murder; attempted murder
Armed robbery; burglary
Conduct regardless of life
Child abuse
Indecent behavior with a child
Child molestation
Contributing to the delinquency of a minor
Prostitution
Rape
Sexual Assault
Weapons violations
Manufacture, use of, or delivery of controlled substances
Possession of controlled substances
Forgery
Theft

This list is not all inclusive. Convictions of crimes not listed above that may substantially relate to the circumstances of a particular job in MPS may cause an employee to be subjected to disciplinary action. The Department of Human Resources is vested with the authority to evaluate crimes or offenses not

listed to determine whether such convictions would substantially relate to the circumstances of the job held by the employee in question.

Every instance of a criminal conviction and/or pending charge reported for an employee shall be reviewed and a nexus determination will be made.

In making this determination, where information is considered relevant to a job, the circumstances of the conduct will be evaluated. The circumstances considered may include, but are not necessarily limited to:

The time, nature, and number of offenses disclosed;
The facts surrounding each offense;
The job duties performed by the employee;
The character traits required to perform the job;
The relationship of each offense to the job held by the employee;
The length of time transpired from time each offense occurred;
The employee's work record;
The employee's efforts and success at rehabilitation, as well as the likelihood or unlikelihood that such offense may occur again; and
The likelihood or unlikelihood that the offense would prevent the employee from performing the position in an acceptable, appropriate manner, consistent with the safety and welfare of children and youth served by the district.

PROJECTED COST ESTIMATES FOR CONDUCTING CRIMINAL BACKGROUND CHECKS ON ALL CURRENT EMPLOYEES

1. Cost of each background check conducted per employee

Criminal background checks will be conducted on all current employees who were hired prior to September 1, 1993. Current payroll records reveal that there are approximately 14,000 employees who fall into this category. There is a $2.00 fee for each record request processed through the Justice Department. Therefore, the estimated cost of processing records requests through the Justice Department for this number of employees is $28,000. Additional costs may result for out of state checks which will be allocated to the cost of retaining a consultant as proposed below. Funding for this item will be charged to the district's FY95 budget.

2. Cost of reviewing adverse background checks

An outside consultant(s) will be retained to assist in the review of all adverse background checks received. An adverse background check is one in which the report indicates a conviction record(s) or pending charge(s). In these cases, a follow-up with the agency which reported the offense, a manual search of records at the office of the Clerk of Courts, or other agencies, will be necessary to ensure the accuracy and completeness of each case.

A Request for Proposals (RFP) will be issued to determined the going rate for the required services. Because the number of potential adverse checks that will be received is unknown at this time, the total cost impact cannot be determined. However, Board approval of an expenditure of $100,000 on a not to exceed basis is requested. Funding allocated for this phase will be held in a special fund pending the outcome of the RFP process. At the time the Board is requested to review and approve letting a contract for the required services, approval will also be sought to have the funding released from this special fund. Funding for this item should be charged to surplus funding in the district's FY95 budget. However, realizing the potential that the work will not be completed prior to the end of FY95, the funds will be encumbered and carried over for use into FY96.

3. Indirect Costs

If it is determined that disciplinary action should be pursued in one or more cases, there will be a cost associated with such actions. The costs will vary depending upon each case and will be primarily

incurred as a result of proceeding through the disciplinary process. This could include arbitration and

possibly unemployment compensation costs. These potential costs cannot be determined at this time. Due to the uncontrollable nature of these costs, the same will either be absorbed in the district's FY96 budget or a request for contingency funding will have to be brought to the Board at a time when more information is available to determine a more thorough and accurate costing.

CUSTODIAN OF RECORDS

The Department of Human Resources shall be the repository of all records received in conjunction with this project. The Executive Director of Human Resources is the official custodian of such records. Any request for information obtained by the district related to the criminal background checks will be reviewed in accordance with the appropriate standards under state law and MPS policy, and in consultation with the City Attorney's Office.

Superintendent's recommendations

1. That the Board approve the plan for criminal background checks.

2. That the Board authorize the Superintendent to transfer $128,000 from surplus FY95 funds to implement the plan.

Director Lucey moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Small, Todd and President Bills—6.

Noes—None.

Temporarily absent—Directors De Bruin and Sinicki—2.

* * * * *

(Item 8) Transfer of Funds for Principal Summer Institute

Administration's Analysis

1. The role of the principal requires principals to be responsible for planning and managing financial resources. As principals gain more discretion as well as responsibility for planning and managing school budgets, they must develop systems to involve staff, parents, and community in the decision-making process. Principals also need increased knowledge in *Time Management and Technology* to support school-based budgeting. A three day staff development activity to help principals plan and manage their budgets in a decentralized environment is being planned for June, July, and August 1995.

Strategic Plan Compatibility Statement

2. This plan supports Goal 3, Fiscal Responsibility.

Statute, Board Policy or Rule Statement

3. Board policy requires that contingency fund transfers be approved by the Board.

Fiscal Impact Statement

4. The cost of this activity will be $150,000. All principals will participate in a three day staff development activity. The workshops span two fiscal years. To provide funding for July and August, these funds will be encumbered.

Implementation and Assessment Plan

5. As recommended in the Proposed Fiscal Year 1996 budget, a series of three day workshops for school principals on time management, school based budgeting, and decentralization will be held in June,

July, and August 1995. Identifying technology requirements to support decentralization will also be discussed.

Superintendent's recommendation

That the Board approve the one-time transfer of $150,000 from the Contingent Fund to School Support and Accountability - Staff Development to cover the cost of three day workshops in June, July, and August.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 9) Recommendation to Approve a Policy to Ban the Possession and Use of Pepper Spray

Previous Board Action

At its meeting on March 29, 1995, the Board held this matter over for hearing and consideration at the Committee of the Whole portion of the April 20, 1995 Board meeting.

Administration's Analysis

1. Pursuant to sec. 941.26 (4), Stats., as of October 1, 1994, persons 18 years and over may legally purchase and possess containers and devices which contain "a combination of oleoresin of capsicum and inert ingredients but does not contain any other gas or substance that will cause bodily discomfort" (pepper spray).

2. The Board adopted a modification to the student discipline plan to prohibit the possession or use of any chemical irritant or spray, such as pepper spray or other substance which can cause bodily discomfort or injury. This modification to the Board's discipline policy is contained in the *Parent/Student Handbook on Rights, Responsibility and Discipline*.

3. Consistent with the ban on possession and use of pepper spray by students, the administration finds it advisable for the Board to ban the possession and use of pepper spray at all times on Board premises by all persons. The ban furthers basic educational policy by teaching students by example that dangerous items such as pepper spray do not belong in the schools.

4. An informal survey was conducted of suburban school districts and local units of government to determine whether any of these entities has promulgated a policy similar to the administration's recommended policy. The School Districts of Elmbrook, West Allis-West Milwaukee, Greenfield, New Berlin, Cudahy, Oak Creek, and Franklin ban the possession of pepper spray by all persons on school premises. The Milwaukee Police Department has ordered that civilian members of the police force may not use or carry any form of oleoresin capsicum spray on their person while on duty.

5. The Board is authorized to manage the use of its property. Uniform application of a ban against pepper spray by all persons at all times on Board premises by all persons is an appropriate management decision. The Board's interest in managing its property in such a way as to promote safety and avert potential accidents out-weighs any interest an individual may have in possessing or using pepper spray on Board premises.

Strategic Plan Compatibility Statement

6. The recommended policy to ban the possession and use of pepper spray on Board premises is consistent with Board Goal 1, Student Achievement - School Climate--schools will be safe, orderly and nurturing places for students to learn.

Statute, Board Policy or Rule Statement

7. The recommended policy is consistent with the Board's prior action to ban the possession or use of pepper spray by students. This ban is codified in the *Parent/Student Handbook on Rights, Responsibility and Discipline*.

8. Section 119.16 (1m) Stats., vests management of the school district in the Board and provides that the Board "shall have the possession, care, control and management of the schools, facilities operations, property and affairs of the school district." The recommended policy is consistent with the authority vested to the Board under the statutes.

9. Sections 119.18(1) and 120.13(1) Stats. grant power to the Board to make rules for the government and management of the schools which promote the good order and public usefulness of the public schools. Section 120.13(35) Stats. specifically recognizes the power of the Board to adopt rules applicable to persons who enter and remain in buildings operated by the Board. Section 120.13(35) Stats. also provides that persons (other than students, parents of students, employees, or representatives of employees) who enter or remain in buildings in violations of a Board rule may be subject to a fine.

Fiscal Impact Statement

10. The fiscal impact of the adoption and implementation of the recommended policy cannot be determined at this time. It is assumed that there will be costs associated with printing and distributing notices of the ban to Board employees and the public. To the extent possible, the costs will be absorbed in the FY 95 budget.

Implementation and Assessment Plan

11. Upon approval of the policy by the Board, the administration will inform all Board employees and members of the general public of the Board's ban on the possession or use of pepper spray on Board premises.

12. Employees will be further advised that to enforce the ban, disciplinary action will be taken against Board employees who violate it.

13. That the Chief of Police of the City of Milwaukee be informed that the Board has adopted a policy against possession or use of pepper spray at all times by all persons on Board premises and that violations of the policy may be referred to the police for appropriate police action.

Superintendent's recommendations

The Superintendent recommended that:

1. That the Board adopt the following policy:

No person shall possess or use pepper spray at any time on premises owned or rented by, or under the control of the Board. Any Board employee who violates this policy will be subject to discipline.

2. That the Board direct the administration to inform all persons of this ban.

Director De Bruin moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki and President Bills—6.

Noes—Directors Small and Todd—2.

* * * * *

(Item 10) Annual Approval of Leases

Administration's Analysis

1. At its meeting of April 21, 1994 (Proc., pp. 607-611), the Board authorized the City Real Estate Agent to take the following actions relative to various lease agreements:

a. Renegotiate the lease for the property at 1551 West Greenfield Avenue on a restrictive month-to-month basis for the period of July 1, 1994 - June 30, 1995, subject to approval of Title IV funds from the Indian Office of Education. Terms should be as close as possible to the existing terms.

b. Renegotiate the lease for the property at 5401 North 76th Street on identical terms as those in 1993-94 at a cost not to exceed $650/month.

c. Renegotiate the lease for Bay View Methodist Church located at 2772 South Kinnickinnic Avenue to house the Bay View Outpost Program on identical terms to those in 1993-1994 at a cost not to exceed $205/month.

d. Renegotiate the lease for the Aurora Weier Education Center located at 2669 North Richards Street to house the Riverside Outpost Program on identical terms to those in 1993-1994 at a cost not to exceed $135/month.

e. Renew the lease for the Boys and Girls Club-Mary Ryan Center on identical terms to those in 1993-94 at a cost not to exceed $50/month.

f. Renegotiate the lease for the St. Charles Boys Home located at 151 South 84th Street on identical terms as those in 1993-94 at a cost not to exceed $985/month.

g. Renew the lease agreement for Historic King Place located at 2212 North Dr. Martin Luther King, Jr. Drive to house the Head Start Program subject to annual approval by the Board and continued funding by the Federal Government.

h. Renew the lease agreement for Centro del Nino located at 500 East Center Street to house Head Start classes at a cost not to exceed $4,000/month subject to annual approval by the Board and continued funding by the Federal Government.

i. Renegotiate the lease agreement for St. Wenceslaus School located at 1420 West Scott Street at a cost not to exceed $400/month.

j. Renew the lease agreement for Amelia N. Baker Preparatory Academy located at 3814 West North Avenue at a cost of $36,000 annually subject to funding of the program in the 1994-95 budget by the Board.

k. Renew the lease agreement for the Greater Mt. Zion Missionary Baptist Church located at 2479 North Sherman Blvd. at a cost not to exceed $1,471.50/month subject to funding of the program in the 1994-95 budget by the Board.

2. Subsequent to the Board action, a number of additional lease agreements were negotiated to house various programs. These lease agreements include:

a. Northcott Neighborhood House, located at 2460 North Sixth Street, at a cost of $300/month to house the Riverside Outpost Program. This lease was necessitated by the notification from the Aurora Weier Education Center that they did not wish to renew the former lease agreement. The school has indicated a desire to continue this lease, if possible, for FY96.

b. Children's Outing Association, located at 909 East Garfield Avenue, at a cost of $882.70/month to house a Head Start classroom. This lease is subject to annual appropriation of funds by the Federal Government and annual Board approval.

c. Neighborhood House of Milwaukee, located at 941 North 28th Street, at a cost of $1,000/month to house a Head Start classroom. This lease is subject to annual appropriation of funds by the Federal Government and annual Board approval.

d. On June 29, 1994 (Proc. pp. 90-91), the Board approved an Intergovernmental Cooperation Agreement with the City of Milwaukee relative to utilization of the former Llewellyn Library for the Bay View Redcat Academy at a cost of $1 for a five (5) year period and other considerations. This agreement is subject to continued Federal funding and annual approval of the program by the Board.

3. The following information is presented relative to the other aforementioned leases:

a. WE Indians - 1551 West Greenfield Avenue

• The lease expires on June 30, 1995, and can be renewed. The lease cost has been $400/month plus utilities.

• Continuance of the lease would be negotiated on the same restrictive month-to-month basis and subject to continued funding from the Federal Government.

b. Bay View Methodist Church - 2772 South Kinnickinnic Avenue

• One of the original outpost centers formed was at Bay View High School and has been located at the Bay View Methodist Church for the past 13 years. This center was operated without charge to the school system until 1986.

• The lease expires on June 30, 1995, and can be renewed. The lease price has been $205/month.

c. Telechek Building - 5401 North 76th Street

• On November 26, 1985 (Proc., pp. 481-482), the Board authorized the lease of the property to house the Madison Outpost Program. The school has indicated that they wish to continue the program at this location for the 1995-1996 school year.

• The lease expires on June 30, 1995, and cannot be renewed. The lease price has been $675/month plus utilities.

d. Boys and Girls Club-Mary Ryan Unit - 3000 North Sherman Boulevard

• This building houses the Washington Outpost center which was relocated from the Parklawn Community Center in the 1991-1992 school year. The school has indicated that they wish to continue the program at this location for the 1995-1996 school year.

• The lease expires on June 30, 1995, and cannot be renewed. The lease price has been $75/month.

e. St. Charles Youth and Family Services - 151 South 84th Street

• This lease was created in 1991 to house two classes of Emotionally Disturbed (ED) students because of a lack of space within the district. Because of continued space problems, this lease was expanded during the 1992-1993 school year to house three classes of ED students. In addition, the Department of Alternative Programs operated a contract program at this location not included in the lease. This program was discontinued for the 1994-1995 school year.

• The lease expires on June 30, 1995, and will not be renewed. The lease price had been $1,000/month.

• On June 29, 1994 (Proc., pp. 97-98), the Board made recommendations relative to the conversion of Hayes, Kilmer, and 68th Street schools to house regular education programs for the 1995-1996 school year. As a result of these actions, negotiations have been ongoing with St. Charles relative to expansion of

the lease to house the former Hayes students. A lease has now been negotiated which would permit the

district to lease the entire former residential school building combining both the existing two ED classrooms and the former Hayes program students in a setting with a comparable student population. This arrangement would permit joint programming and other benefits for both St. Charles and the district. The proposed lease agreement would cost $84,980/year and could be renewed for three (3) additional years at the same terms, thus providing stability for both parties. This lease would replace the existing agreement.

f. Historic King Place - 2212 North Dr. Martin Luther King, Jr. Drive

• This lease was created to provide office space for the Head Start Program. The lease is a five-year lease subject to annual approval by the Board and continued funding by the Federal Government. The amount of space leased was increased in 1993 to accommodate other activities by Head Start. Terms will be the same as are now utilized.

• The lease price has been $2,439/month plus utilities.

g. St. Wenceslaus - 1420 West Scott Street

• This lease was originally negotiated to house the South Division Outpost Program formerly housed at 1107 West Mitchell Street. This program was relocated in the 1993-1994 school year after the Board approved the termination of the lease for that location.

• Prior to the 1994-1995 school year the lease was renegotiated to include the entire building in order to accommodate expansion of the Head Start Program as well as house the outpost program. At the present time, most of the building is used for office space, but will be utilized for classroom purposes as well in the 1995-1996 school year. South Division has indicated that they may discontinue the outpost program although no decision has been made to date. Should that occur, the space could be used for Head Start purposes.

• The lease expires on June 30, 1995, and can be renewed. The lease cost for FY95 has been $1,900/month for ten (10) months. The lease cost for FY96 was previously renegotiated at $2,000/month for twelve (12) months and is subject to continued funding from the Federal Government and annual approval by the Board.

h. Centro del Nino - 500 East Center Street

• This lease was negotiated in 1993-1994 after expansion of the Head Start Program at Centro del Nino required additional space at that location formerly operated by the United Community Center.

• The lease is a four-year lease subject to annual approval by the Board and continued Federal funding of these classes by Head Start. The lease cost is $4,000/month plus utilities with 100 percent of the lease payments being able to be applied to a future purchase of the building. It should be noted that at the end of the lease period, the building can be purchased for $1 since the Board will have paid an amount equal to the previously negotiated purchase price of $192,000.

i. New Covenant Housing Corp. Inc. - 3814 West North Avenue

• This lease was originally approved by the Board on August 26, 1992, to house the Amelia N. Baker Preparatory Academy—an alternative school program serving students in Grades 4-6. The program was relocated from the Mary Ryan Boys and Girls Club.

• In FY95 the lease was renegotiated from an annual lease to a multiple-year lease subject to annual approval of the Board and continued appropriation of funds within the Division of Alternative Programs. The lease costs are $36,000 annually in 1994-1995 with the determination of subsequent years' costs utilizing the Consumer Price Index.

• At the present time, funding for the program is not included in the FY96 budget due to reductions in revenue for At-Risk students. Should the reduction be approved by the Board as part of their deliberations on the FY96 budget, the lease will be terminated.

j. Greater Mt. Zion Missionary Baptist Church - 2479 North Sherman Blvd.

• This lease was originally developed to house a middle school behavior reassignment program formerly located at the LaVarnway Boys and Girls Club. The program was moved from that location as a result of poor conditions and recommendations contained in an evaluation of the alternative programs.

• The lease expires on June 30, 1995, and cannot be renewed. The lease cost has been $1,471.50/month.

4. On March 29, 1995 (Proc., pp. 466-468, 472), the Board approved the creation of two new school programs which resulted from the Innovative Schools Program. These new programs--the New School of Community Service and the Milwaukee School of Entrepreneurship—will both require the use of leased facilities. In addition, the relocation of the high school programs currently located at Kilmer and 68th Street will also require leased space. The locations for these programs have not yet been determined. Any lease agreement negotiated for each will be brought to the Board at a later date.

Strategic Plan Compatibility Statement

5. Since most of the leases are small outpost classes serving individual schools, their use is consistent with the systems of schools initiative in that the decision-making relative to these leases has been decentralized to the local school. The other leases are for programs providing educational opportunities for students being provided as 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 space will be utilized more frequently since space does not exist in the current school plant. Currently, the leases fall into one of three categories:

a. Outpost or alternative programs - These generally require small amounts of space and have program requirements which dictate space outside of the regular school setting. Leased space, then, is the most appropriate setting for meeting these needs.

b. Expanded program space for classrooms or offices - The expansion of Head Start leases is indicative of this type. As these programs are expanded, leased space will be required for both classroom and office activities since space does not exist in regular schools to house them. These classes/offices should be moved into permanent space as it becomes available.

c. New/Innovative programs - As new programs such as the Milwaukee School of Entrepreneurship are created, leased space will also be used since space in existing facilities does not exist to house them. Leased space may be the most appropriate, however, since their size and program needs may be best served in this manner. Each will have to be examined individually as to the appropriateness of moving to permanent space in the future. In these instances, the use of lease/purchase agreements may best serve the district in the long term.

Fiscal Impact Statement

7. At the present time, there is little fiscal impact of these leases upon the budget. Outpost leases are funded at the local school level at the discretion of the principal and shared decision-making organization out of local school funds. The alternative programs are funded as part of the budget for the Division of Alternative Programs, and finally, the other federal programs are funded from the categorical funds.

Assuming approval of the leases already negotiated, a total of $144,705 in local funds and $127,895 in

categorical funds would be required for FY96. It should be noted that leases not currently negotiated will all be locally funded.

As the Board expands programs in the future, there could be significant budget impacts as leased space is used to house these programs. In addition to the program operational costs such as salaries, supplies, and furniture, additional costs for food service, utilities, maintenance, and operational services will be incurred. These costs will be reflected in either 1) higher lease payments to cover these costs as part of the lease, or 2) in the form of additional positions to serve these locations. Since most of these programs will be locally funded, the impact of the revenue caps and other financial constraints placed upon the Board will require serious examination. In addition, the decisions surrounding decentralization will also have to be considered at the time of program approval so that additional funds can be included to cover these costs.

Implementation and Assessment Plan

8. Does not apply.

Superintendent's recommendations

1. That the Board authorize the City Real Estate Agent to:

a. Renew the lease for the property at 1551 West Greenfield Avenue to house the WE Indians Program on a restrictive month-to-month basis for the period of July 1, 1995 - June 30, 1996, subject to approval of Title IV funds from the Indian Office of Education. Terms should be as close as possible to the existing terms.

b. Renew the lease for Bay View Methodist Church located at 2772 South Kinnickinnic Avenue to house the Bay View Outpost Program on identical terms to those in 1994-1995 at a cost not to exceed $205/month.

c. Renegotiate the lease for the property at 5401 North 76th Street to house the Madison Outpost Program on identical terms as those in 1994-1995 at a cost not to exceed $675/month.

d. Renegotiate the lease for the Boys and Girls Club-Mary Ryan Center to house the Washington Outpost Program on identical terms to those in 1994-1995 at a cost not to exceed $75/month.

e. Renew the lease agreement for Historic King Place located at 2212 North Dr. Martin Luther King, Jr. Drive to house the Head Start Program at a cost of $2,439/month subject to annual approval by the Board and continued funding by the Federal Government.

f. Renew the lease agreement for Centro del Nino located at 500 East Center Street to house Head Start classes at a cost not to exceed $4,000/month subject to annual approval by the Board and continued funding by the Federal Government.

g. Renew the lease agreement for St. Wenceslaus School located at 1420 West Scott Street to house the South Division Outpost Program and Head Start at a cost not to exceed $2,000/month.

h. Renegotiate the lease agreement for the Greater Mt. Zion Missionary Baptist Church located at 2479 North Sherman Blvd. at a cost not to exceed $1,471.50/month subject to funding of the program in the 1995-1996 budget by the Board.

i. Renegotiate the lease agreement for the Northcott Neighborhood House located at 2460 North Sixth Street to house the Riverside Outpost Program on identical terms as those in 1994-1995 at a cost not to exceed $300/month.

j. Renew the lease agreement for the Neighborhood House of Milwaukee located at 941 North 28th Street to house a Head Start classroom on identical terms to those in 1994-1995 at a cost not to exceed $1,000/month.

k. Renew the lease agreement for the Children's Outing Association located at 909 East Garfield Avenue to house a Head Start classroom on identical terms to those in 1994-1995 at a cost not to exceed $882.70/month.

2. That pending reinstatement of the funding for the Amelia N. Baker Preparatory Academy in the 1995-1996 budget, the lease agreement with New Covenant Missionary Baptist Church for the property at 3814 West North Avenue be terminated.

3. That the lease agreement for St. Charles Youth and Family Services to house the relocated program from Hayes Alternative School be approved at a cost of $84,980/year subject to approval of funding in the 1995-1996 budget.

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Johnson—1.

* * * * *

Item 11) Approval of Fund Transfers Regarding Average to Actual Salary Adjustments

Administration's Analysis

1. In the 1994-1995 budget, funding for positions in the schools and several other accounts was allocated on the basis of average salaries. This has resulted in variances between budget allocations and the actual salaries charged to the operating budgets. Funding was set aside in the Salary Adjustment Account in the FY 95 budget for transfer to the operating budgets after the actual salary requirements are identified. The funding requirements of the operating budgets has now been finalized and fund transfers in the amount of $2,938,263 are requested to provide for the adjustment from average to actual salaries. A summary listing of these transfers is reported as follows with a detailed listing included in the attached fiscal notes:

Schools	$286,195
Departments and Programs	2,339,324
Exceptional Education	312,744

Strategic Plan Compatibility Statement

2. This plan supports Board Goal 3, Fiscal Responsibility.

Statute, Board Policy or Rule Statement

3. Current Board policy (DBK) provides that approval of the Board shall be required for fund transfers exceeding $100,000 between departments, programs, schools and special accounts. Modification of the fund transfer policy is proposed by the administration in the FY 96 budget, authorizing the Director of Finance to administratively transfer funds for the purpose of adjusting the salary accounts in the various operating budgets to reflect the change from average to actual salaries. This policy change is reported out of committee without recommendation and is before the Board this evening as a separate item.

Fiscal Impact Statement

4. Funding in the amount of $2,938,263 is proposed for transfer to the operating accounts in the schools, programs and departmental budgets.

Superintendent’s recommendation
That $2,938,263 be transferred from the Unalloted Salary Adjustment Account to the operating budgets.

Note: Before the board this evening is a proposed modification of the fund transfer policy authorizing the director of finance to administratively transfer funds for the purpose of adjusting salaries from an average to actual basis. If the board approves the modification of the fund transfer policy as requested by the administration , this transfer of funds would be considered informational and board action would not be required.

Director Lucey moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 12) Report on Hartford Avenue School Community Task Force and Action on Recommendations

The Superintendent presented the following report to the Board which had been developed by the Hartford Avenue School Community Task Force:

I. MISSION STATEMENT

The mission of Hartford Avenue School, a culturally diverse K-8 school embraced by the UWM campus, is to prepare all students to be self-directed, creative and critical thinkers with a competitive edge for life-long success by providing quality instruction in a safe family environment supported by state-of-the-art technology and strong partnerships with parents, the university and the community.

II. GOALS

1. Academic Achievement

* Every child at Hartford Avenue School will achieve his/her individual potential.

*The disparity between test scores of the African-American and white students will be eliminated.

*Every student will leave the school competent in reading, writing, math, problem solving, and creative thinking.

2. Educational Atmosphere

* Every staff member will believe and demonstrate that
he/she can make a difference with each child in the classroom.

* Every staff member will work toward full cooperation, consensus building and shared learning strategies which will be implemented throughout the building.

Every staff member will keep current on educational issues through professional development including required staff development tied to the goals of the school.

3. Parental Involvement

* Every parent, or significant adult in each child's

life, will participate in the planning for his/her child's goal setting and learning process.

* Every parent, or significant adult in each child's life, will provide assistance in making the school/parent partnership work.

4. Student Involvement

* Every student will participate in his/her goal setting and learning process.

* Every student will come prepared to learn.

5. Community Involvement

* Hartford Avenue School will aggressively seek assistance from UWM and other community groups,, agencies, and individuals to provide whatever assistance is available to enhance the success of each individual student.

III. GOVERNANCE

A Governance Team consisting of parents, students, staff and community will be formed to guide Hartford Avenue School. The makeup of the Governance Team will be consistent with the Parent Empowerment Policy adopted by the Board of School Directors on November 23, 1992 as revised on June 30, 1993.

All of the procedures for choosing these representatives, their term of office, the internal organization of the Governance Team, the meeting frequency, quorums decision-making system, etc., will be developed during the next two months.

IV. EDUCATIONAL PROGRAM

The Hartford Avenue School educational program will be based on one central concept: **The Individual Student Program.**

The Individual Student Program will require that at the beginning of each year, each child will be assessed for his/her strengths and weaknesses in meeting the educational goals for that grade. The teacher will then meet with each child and his/her parent(s) to review the assessment, revise it as appropriate with parental and student input, and agree to strategies to assure that the child meets the educational goals for the year. The Individual Student Program will include a plan for social skill development.

Additional work will be completed by the Task Force during the next several months to develop the methodology to implement the Individual Student Program approach.

V. ACCOUNTABILITY

Accountability is a shared responsibility and process. At Hartford Avenue School, accountability will include the development of specific goals that can be identified as accomplished or not accomplished through fact based data collection and observation. some examples of this include standardized test scores, faculty attendance, suspensions (both in school and out), as well as a school culture assessment, degree of participation in school activities and governance, peer consultation and professional development programs. Specifics of implementing measures to gauge success will have to be developed during the next several months.

1. Students

Accountability for students will be based on meeting the goals set forth in the Individual Student Program.

2. Teacher/Paraprofessional Staff

Accountability for teaching staff will be based on the students meeting their Individual Student Programs.

3. Principal/Vice-principal

The administrative staff will be held accountable for the implementation of the educational program.

4. Parent/Community

A method for parent and community accountability will also be developed.

VI. BUDGET

The Governance Team will be responsible for all budgeting decisions at Hartford Avenue School. Consideration of staffing, purchasing of equipment, design of professional development programs for staff, and all other decisions that can be made by the school will be made through a system that must be developed in more detail during the next several months.

This will include a way of identifying expenditures that can be tied to the accomplishment of the school goals.

VII. EVALUATION

The Governance Team will be responsible for developing a school wide evaluation system. This evaluation will be based on how well students are meeting the 10 MPS Curriculum Mandates. This evaluation system will be developed in the next several months.

Director Johnson moved to accept the task force report and that the MPS Board authorize an independent neutral third party, either an individual entity or group, be contracted with and given the charge to, one, assess the situation at Hartford; two, make recommendations; and three, provide an implementation plan to be instituted for the 1995-1996 school year, and the funds to come from the contingent fund.

After discussion and with the consent of the Board, Director Johnson revised his motion so that it stated: “The Board accept the task force report and request the Administration to investigate the progress of the task force and report the to Board on actions to be taken to support the task force at a meeting in May.

The revised motion was adopted, the vote being as follows:

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

Noes—None.

* * * * *

(Item 13) Informational Report Regarding Administrative Fund Transfers

As a part of ongoing fiscal oversight, the Department of Finance reports administrative transfers as an informational item to the school board in the meeting cycle following such action.

A summary listing of these transfers is reported as follows with a detailed listing included in the attached fiscal notes:

Schools	$213,691
Various Schools	$207,191
Burroughs M.S.	6,500
Departments	56,463
Administrative Support	10,000
Superintendent	117,500

Board action on these fund transfers is not required in accordance with Board policy.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Johnson and Lucey 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 School Operations Fund Budget and Budget Resolution for FY96

With respect to the Fiscal Year 1996 School Operations Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted February 27, 1995 as amended below:

Increases (decreases) in expenditures and revenues:

#	Item	Expenditures	Revenues
1.	Increase Handicapped Aids	0	$850,000
2.	Restore Cuts to Schools	195,736	0
3.	Increase Contingent Fund	654,264	0
4.	Technical Amendments (attached to the minutes of your Committee's meeting of March 28, 1995	0	0
5.	Increase alternative partnership school contracts by $300,000 and reduce the contingent fund by $300,000.	0	0
	Total	850,000	850,000

B. That the Board adopt the following resolution, based on the Superintendent's recommended budget as amended:

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 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; and that $220,286,640 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 1995, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to

be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

* * * * *

(Item 2) Adoption of the Construction Fund Budget and Budget Resolution for FY96

With respect to the Fiscal Year 1995 Construction Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted February 27, 1995.

B. That the Board adopt the following resolution, based on the Superintendent's recommended budget:

RESOLVED, That pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $21,731,000 will be required for the 1996 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 1995, said amount to be in addition to the money received from other miscellaneous sources.

* * * * *

(Item 3) Adoption of the Extension Fund Budget and Budget Resolution for FY96

With respect to the Fiscal Year 1995 Extension Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted February 27, 1995.

B. That the Board adopt the following resolution, based on the Superintendent's recommended budget:

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 $6,296,113 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1996 Fiscal Year, and that $4,996,113 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 1995, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

(Item 4) Consideration of Policy Modifications Relating to the FY96 Budget—reported to the Board out of Committee without Recommendation

With respect to various policy issues included in the Superintendent's proposed FY96 budget, your Committee forwards the following items to the Board without recommendation for discussion and possible referral to the appropriate Committee:

1. 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 (Budget, page 107);

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 (Budget, page 107);

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.(Budget, page 108);

2. 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 (Budget, page 108);

3. Financial Reserves—Adopting a policy to continue to continue to 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 (Budget, page 170);

4. 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 (Budget, page 35);

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. (Budget, page 35).

* * * * *

(Item 5) Consideration of the Ten Year Capital Plan Included in the FY96 Budget

With respect to the Ten Year Capital Plan included in the Superintendent's proposed FY96 budget, your Committee forwards this matter out of Committee to the Board without recommendation.

* * * * *

Separate consideration having been requested of Items 1, 2, 4 and 5, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to the School Operations Fund budget, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director De Bruin moved to amend the budget by earmarking $100,000 in the fiscal year 1996 strategic plan for technology account regarding other expenses for the purpose of entering into a sole source contract with Coopers & Lybrand Company for the development of a financial analysis model and implementation of that model in preparation of the fiscal year 1997 budget.

Director De Bruin moved to amend the amendment by deleting the words: "sole source contract with Coopers & Lybrand Company" and inserting the word "contract".

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

Ayes—8; Noes—0.

The question being on adoption of the original amendment, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Johnson moved to amend the budget by transferring $90,000 from the Director of Technology account on the line as indicated here to the Technology Consultant Service account, to hire a temporary consultant to direct the department until such time as the new Superintendent is on board to recruit for the position."

After discussion, Director Johnson moved to amend his motion to strike "hire a temporary consultant" and insert "allow the ETRC to appoint a person to direct the department."

After further discussion, Director Johnson withdrew his motion.

Director Small moved to amend the budget by transferring $100,000 to the Board's contracted service account to assist the Board in the Board's search for a Superintendent. The funds to be transferred as follows:

$43,000, Office of Superintendent contracted service account;
$25,000 Human Resources Consultant Services account; and
$32,000 contingent fund

Director De Bruin moved to amend the amendment by deleting everything from $43,000 to the end and substituting $100,000 to be taken from the Alternative Partnership School account.

Director Johnson moved to amend Director De Bruin's amendment by substituting Contingent fund for Alternative Partnership School account.

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

Ayes—Directors Johnson, Lucey, O'Neil and Todd—4.

Noes—Directors De Bruin, Sinicki, Small and President Bills—4.

The question being on adoption of Director De Bruin's amendment, it failed of adoption, the vote being as follows:

Ayes—Directors De Bruin and Sinicki—2.

Noes—Directors Johnson, Lucey, O'Neil, Small, Todd and President Bills—6.

Director Lucey moved to amend Director Small's amendment to read, "I move to amend the budget by transferring $57,000 to the Board's Contracted Service account to assist the Board in the Board's search for the Superintendent. The funds will be transferred as follows:

$57,000 from the contingency fund.

The amendment as adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of Director Small's amendment as amended, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Small moved to amend the budget by providing funding in the amount of 2.1 million dollars to reopen Craig School as an elementary school. Funding to be provided by transferring funds from the following account to a special Craig School account:

from hospital and surgical insurance, 1.5 million;
sabbatical leaves, $250,000;
contingent fund $350,000.

Director Lucey moved to postpone consideration of the motion until later in the meeting, so additional information could be provided.

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

Ayes—8; Noes—0.

Director De Bruin moved to approve the technical amendments to the proposed budget received from the Superintendent's office regarding the Department of Educational Services and Department of Leadership and Support Services.

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

Ayes—8; Noes—0.

Director De Bruin moved to postpone consideration of all of Item 1 until later in the meeting.

The motion was adopted by consensus.

Item 2, relating to the construction Fund budget, having been set aside for separate consideration since it required a two-thirds vote of the Board, Director De Bruin moved to adopt the report and the budget resolution.

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

Ayes—8; Noes—0.

Item 4, relating to policy modifications relating to the fiscal year 1996, having been set aside for separate consideration since it was reported out of committee without recommendation, Director De Bruin moved to adopt the policy modifications.

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

Ayes—8; Noes—0.

Item 5, relating to the ten-year capital plan having been set aside for separate consideration since it was reported out of committee without recommendation, Director Lucey moved to adopt the ten-year capital plan.

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

Ayes—8; Noes—0.

The Board again took up Item 1, the question being on Director Small's motion to amend the budget by providing funding in the amount of 2.1 million dollars to reopen Craig School as an elementary school. Funding to be provided by transferring funds from the following account to a special Craig School account:

from hospital and surgical insurance, 1.5 million;
sabbatical leaves, $250,000;
contingent fund $350,000.

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

Ayes—Directors Small and Todd—2.

Noes—Directors De Bruin, Johnson, Lucey, O'Neil, Sinicki and President Bills—6.

The question being on adoption of the School Operations Fund budget as amended and the budget resolution, they were adopted, the vote being as follows:

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

Noes—None.

* * * * *

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) Approval of Revisions to the Board Rules

History

1. On June 29, 1994, the Board approved a plan proposed by the Office of Board Governance for the review and updating of the Board's rules and policies. As part of that plan the Board agreed to the following definition of the rules:

Rules determine the method in which the Board organizes itself and conducts business;

The goals established by the Board for updating its rules were:

a) To revise the structure of the Board's rules so that they contain only bylaws; that is, the organization of the Board and the rules by which it operates; and

b) To revise the content of the rules, so that they reflect the current operations of the Board, removing redundant language and language duplicated in contracts or policies.

2. Drafts of revisions to the rules were submitted to the Legislation, Rules and Policies Committee on June 16 and September 13, 1994. This document, titled Proposed Revisions to the Rules of the Milwaukee Board of School Directors, April, 1995, Final Draft, is presented for consideration and action. The document incorporates revisions that the Legislation, Rules and Policies Committee and Board

members have recommended throughout the various stages and drafts of the review process and has been reviewed by the City Attorney.

3. Board Rule 1.08 provides that a recommendation of the Committee on Legislation and Rules to amend Board rules "shall be presented to the Board and then held over until the next meeting, when it shall be considered and acted upon by the Board." Since these revisions are the culmination of a process that began last summer, it would be appropriate for the Board to act on them at its April 20 meeting, and thus bring closure to the entire process as the Board year ends.

Your Committee recommends that the Board suspend Board Rule 1.08 and adopt the revised Board Rules, amended as follows:

1. Amend the Code of Ethics for the Board of Directors as follows:

a. After the first paragraph of the section entitled "General Statement of Board Ethics," add the following paragraph:

Board members further recognize that they have fiduciary responsibilities to the school district. A Board member shall not engage in conduct tending to injure the good name of the Board or the school district, to hamper or interfere with its work, or to expose the district to legal liability. Board members should strive to exercise their best and independent judgment regarding the interests of the district.

b. At the end of the fourth paragraph of the section entitled "General Statement of Board Ethics," add the following:

A Board member shall not interfere with the administration or implementation of Board policies by its chief executive officers.

c. At the end of that paragraph in the section entitled "General Statement of Board Ethics" which begins "The Board will seek to keep itself informed" add the following:

Board members shall maintain the confidentiality of information that is protected from disclosure by law, including information disclosed in executive session held pursuant to the Wisconsin Open Meetings Law.

2. Make Appendix A a new Article III, and renumber old Articles III and IV to Articles IV and V.

3. Amend Board Rule 1.24 by striking the words "inappropriate behavior" and inserting misconduct in office.

4. Amend Board Rule 1.17 by striking the words "outside counsel in cases requiring special expertise or where the interests of the board and the city are in conflict" and inserting the following language from Wis. Stats. 119.12 (6): an attorney to represent the board in any matter if the board determines that it requires specialized legal expertise not possessed by the city attorney, the city attorney does not have sufficient staff to adequately represent the interests of the board, or a conflict of interest exists. The board shall provide the city attorney with reasonable notice of any board meeting at which the board will consider retention of an attorney.

5. Delete Board Rule 1.17 (2).

6. Delete Board Rule 1.19 and renumber the subsequent rules in the section.

* * * * *

(Item 2) Approval of Revisions to the Board Policy Manual, Sections A (Foundations and Basic Commitments), B (Board Governance and Operations), and C (General School Administration)

History

1. This past June, the Board made a decision to update its rules and policies and to revise them where necessary. As a part of that decision, the Board agreed to the following definitions:

Rules determine the method in which the Board organizes itself and conducts business;
Policies provide the framework for the delivery of education to children. Policies represent the plan of action adopted by the Board through the mission statement, long term strategic plan and annual goals and objectives used to implement the strategic plan; and
Procedures establish direction for policy implementation and are developed by the administration.

2. The goals established by the Board for updating and revising its rules and policies were:
   a. To revise the structure of the Board's Rules so that they contain only bylaws; that is, the organization of the Board and the rules by which it operates.
   b. To revise the content of the rules, so that they reflect the current operations of the Board.
   c. To revise the policy manual by:
      • incorporating relevant sections deleted from the rules;
      • reviewing each policy to ensure that it is correct and appropriate;
      • removing administrative procedures from the rules and policies; and
      • developing a better indexing system so that policies can be located more readily, including a more streamlined computerized data base accessible to schools.
   d. To coordinate the development of an administrative procedures manual for those policies requiring written procedures.

3. The various Board Committees have been reviewing drafts of the proposed rules and policy revisions since late summer. Revisions to nine sections of the twelve section policy manual have been approved by the Board and are now in full effect.

4. A final draft of the three remaining sections, Sections A (Foundations and Basic Commitments), B (Board Governance and Operations), and C (General School Administration) has now been prepared and has been transmitted to Board members under separate cover. It is recommended that the Committee review and finalize the policies and forward them to the Board for approval.

5. Upon approval of the policy revisions, the Board Governance Office intends to perform a complete editing and accuracy check and add additional descriptors to make finding and cross-referencing policies easier.

6. It should be noted that the proposed policy revisions replace the alphabetical indexing system with a numeric one.

Strategic Plan Compatibility Statement

7. The proposed revisions will assist the Board in concentrating on policy issues and making decisions in the context of the broad policy issues involved.

Statute, Board Policy or Rule Statement

8. State statutes give the Board the authority to establish its own rules and policies.

Fiscal Impact Statement

9. The rules and policies revisions are being completed by existing staff and within current resources.

Implementation and Assessment Plan

10. Approval of the revised rules and policies are the culmination of an implementation plan approved by the Board in June of 1994.

Your Committee recommends that the Board approve the proposed policies, Sections A (Foundations and Basic Commitments), B (Board Governance and Operations) and C (General School Administration), modified in accordance with the previous action to amend the Board Rules and further amended as follows:

1. In policy BCC, under the heading "The superintendent of schools" add the following paragraph 8: Has general care and custody of all Board property, and under the heading "The director of board governance," strike the word "property" in paragraph 3 and insert the word records."

2. In policy BBAA, in the third unnumbered paragraph, strike the sentence “Also considered improper, ill-advised and unethical are individual pronouncements and public conjectures about school board matters not yet decided by the board when made outside of official board meetings.”

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, regarding approval of revisions to the Board’s Rules, having been set aside because it must be considered under suspension of the Board Rules, Director De Bruin moved to suspend Board Rule 1.08 and adopt the report.

Director Lucey moved to amend the report to conform with the suggestions of the City Attorney, to insert after the word, “for” the word “cause, and then in parentheses, “inefficiency, neglect of duty, official misconduct or malfeasance in office, and replace with the word “malfeasance” and also the strike at the bottom the reference to Wisconsin Statutes Section 17.13(3).

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Director Be Bruin moved to amend the report 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.
<u>Regular items of business</u>
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 Appointments. Before the monthly meetings of the Board in January and June, and at such other times as may be necessary, it shall be the duty of the Board to receive from the superintendent a report of certificated and recreation and community education personnel serving on the probationary list who are recommended for continued employment. The Board shall consider and approve all recommendations.

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 postpone consideration of his amendments, of Section 1.07 and of Article II of the Rules until the Board's annual organizational meeting on Monday, April 24, 1995.

The motion prevailed, the vote being as follows:

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

Noes—None.

The question being on adoption of the balance of the Rule changes as amended, they were adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Sinicki presented the following report for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

(Item 1) Recommendation to Pursue an Intergovernmental Cooperation Agreement with the City of Milwaukee regarding the Timing of Implementation of Benefits Improvements under the ERS.

Your Committee reports having met to consider collective bargaining negotiations matters regarding units representing non-certificated staff.

Your Committee recommends that the Board authorize the administration to pursue an intergovernmental cooperation agreement with the City of Milwaukee regarding the timing of implementation of benefits improvements under the ERS.

The report was adopted, the vote being as follows:

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

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director of Board Governance presented nine 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 March 29; March 30 at 9:00 and 11:30 AM; April 3 at 9:00 and 11:30 AM; April 4; and April 5, 1995 at 9:00 AM, 11:30 AM and 2:00 PM.

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

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

Noes—None.

UNFINISHED BUSINESS

Board Clerk Noeske reported three resolutions by Director Todd held at the Board level from the March 29, 1995, meeting.

Director Todd noted that since the budget had been passed, the resolutions were moot.

RESOLUTIONS

By Directors De Bruin, Bills, Johnson, Sinicki and Lucey:

WHEREAS, The Board has received complaints that a Board member may have engaged in conduct that could warrant sanctions being taken against that member by the Board; now, therefore, be it

RESOLVED, That a committee of at least three members be appointed by the president to develop, in consultation with the City Attorney's Office, the manner of hearing and disposing of such complaints consistent with section 1 19.12(l) of the Wisconsin Statutes.

Director De Bruin moved to suspend Board Rules to consider the resolution at the current meeting.

The motion to suspend the Rules failed, the vote being as follows:

Ayes—De Bruin, Johnson, Lucey, Sinicki and President Bills—5.

Noes—O’Neil, Small and Todd—3.

Referred to the Committee on Legislation, Rules and Policies.

By Director Todd:

WHEREAS, The Milwaukee Board of School Directors Code of Ethics prohibits Board members from any conflict of interest: and

WHEREAS. The law firm Kravit, Gass & Weber, S.C. represents the Wisconsin Education Association Council and thereby the Milwaukee Teacher Education Association, and

WHEREAS, David De Bruin is a member of, and shareholder in Kravit, Gass & Weber, S.C; and

WHEREAS, On or about September 1. 1994, the Milwaukee Teacher Education Association reaffIiated with the Wisconsin Education Association Council. and

WHEREAS. David De Bruin asked the Milwaukee City Attorney about the impending conflict of interest as early as the first part of June 1994, and

WHEREAS, The Milwaukee City Attorney told David De Bruin to restrict his participation as a member of the Milwaukee Board of School Directors in an opinion of June 15. 1994, and

WHEREAS, The Wisconsin Ethics Board in its opinion of September 28. 1994, told David De Bruin to restrict his Board activities and suggested that he either divest himself of his private interest in his association with the Wisconsin Education Association Council or step down as a member of the Board; and

WHEREAS, The Wisconsin Ethics Board in its opinion of December 22, 1994, told David De Bruin "In these circumstances, a conflict of interest is inherent."; and

WHEREAS, David De Bruin did not inform the Milwaukee Board of School Directors about his conflict of interest or about the opinions of the Milwaukee City Attorney and the Wisconsin Ethics Board until March 28, 1995, almost ten months after his consultation with the Milwaukee City Attorney, and

WHEREAS, David De Bruin continued to participate in and vote on matters of policy that could affect the Milwaukee Teachers Education Association contrary to the advice of the Milwaukee City Attorney and the Wisconsin Ethics Board: therefore, be it

RESOLVED, That the Milwaukee Board of School Directors ask David De Bruin torefrain from all voting until the conflict of interest is resolved; and be it

FURTHER RESOLVED, That the Board appoint a committee of five of its members to investigate possible violations of the Board's Ethics Code by David De Bruin according to Board Rule 1.24: and be it

FURTHER RESOLVED, That the Board provide a written procedure for investigating, hearing. and disposing of the complaint against David De Bruin herein contained in no more than thirty days from the submission of this resolution.

Ordered placed on file.

By President Bills on behalf of the Board of School Directors:

WHEREAS, Director David Lucey was elected to serve as the at-large member of the Board in 1991, and

WHEREAS, Director Lucey is now completing four years of service as a Board member; and

WHEREAS, Director Lucey served as a member of the Finance and Facilities Committee, Vice-chair of the Personnel and Negotiations Committee and Co-chair of the Strategic Planning and Budget Committee; and

WHEREAS, Director Lucey’s leadership was instrumental in the development of the district’s FY1994 and FY1995 budgets; and

WHEREAS, Director Lucey brought to the Board a strong emphasis on the need for fiscal accountability; and

WHEREAS, Director Lucey was a strong supporter of educational reform and the development of innovative schools; and

WHEREAS, Director Lucey emphasized the need for long-term planning and development of the Board's strategic planning function; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Lucey for his dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct its Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered, to Director Lucey 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.

The Rules were suspended and the resolution was adopted by acclamation.

Director Lucey addressed the Board.

The Board recessed from 8:42 to 9:09 PM.

The Board adjourned at 11:19 PM.

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

SUMMARY OF 1995-1996 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	68,009,892
MIDDLE SCHOOLS		51,020,492
ELEMENTARY SCHOOLS		116,744,941
HI-MOUNT BOULEVARD SCHOOL		2,595,780
K-8 SCHOOLS		10,694,711
EXCEPTIONAL EDUCATION ALTERNATIVE SCHOOLS		508,604
DECENTRALIZED		79,558,600
NEW SITES/INNOVATIVE		6,364,311
SCHOOL CONTINGENCY		3,160,154
SCHOOL SAFETY		3,044,913
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		800,161
VISUALLY IMPAIRED		541,095
PHYSICALLY HANDICAPPED		2,635,586
HEARING IMPAIRED		687,720
LEARNING DISABILITIES		1,404,699
SPEECH/LANGUAGE DISABILITIES		1,592,168
EMOTIONALLY DISTURBED		1,165,042
SCHOOL TO WORK TRANSITION		974,282
COGNITIVE DISABILITIES		1,053,052
PSYCHOLOGICAL SERVICES		1,601,234
SCHOOL SOCIAL WORK SERVICES		2,018,707
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		419,283
INSTRUMENTAL MUSIC		1,132,843
MUSIC FESTIVAL		94,000
SCIENCE MATERIAL/INSERVICE CENTER		345,278
URBAN HOUSEHOLD REHABILITATION		189,708
SCHOOL TO WORK		866,105
BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE		2,181,013

SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM		192,956
COMMUNITY RECREATION AND EDUC. SERVICES		
INTERSCHOLASTIC ACADEMICS		195,325
INTERSCHOLASTIC ATHLETICS		2,760,135
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		4,745,252
ALTERNATIVE SCHOOLS		3,328,967
HOME AND HOSPITAL INSTRUCTION		328,804
SCHOOL AGE PARENTS		1,021,849
SUMMER SCHOOL		1,644,641
ALTERNATIVE PROGRAMS MATC		613,413
ALTERNATIVE PROGRAMS-MILW. CO. COLLABORATIVE		747,449
TOTAL PROGRAM ACCOUNTS	**$**	**376,983,165**
ADMINISTRATION		
BOARD OF SCHOOL DIRECTORS	$	279,380
OFFICE OF BOARD GOVERNANCE	$	894,914
OFFICE OF SUPERINTENDENT		2,292,368
DEPARTMENT OF LEADERSHIP AND SUPPORT SERVICES		1,096,029
DEPARTMENT OF EDUCATIONAL SERVICES		10,379,676
DEPARTMENT OF HUMAN RESOURCES.		2,857,801
DEPARTMENT OF PARENT AND STUDENT SERVICES		77,870,552
DEPARTMENT OF FINANCE		2,106,400
DEPARTMENT OF TECHNOLOGY		6,074,832
DEPARTMENT OF SCHOOL AND COMMUNITY SERVICES		26,787,274
TOTAL ADMINISTRATION	**$**	**130,639,226**
OTHER ACCOUNTS		
EMPLOYEE BENEFITS	**$**	144,132,577
DISTRICT INSURANCES AND JUDGMENTS		5,035,000
DEBT SERVICE		5,890,802
SPECIAL AND CONTINGENT FUNDS		11,033,856
BUDGET OFFSETS		(1,423,419)
TOTAL OTHER ACCOUNTS	**$**	**164,668,816**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$**	**672,291,207**

CONSTRUCTION FUND

PROJECT ACCOUNTS	$	21,731,000
GRAND TOTAL-CONSTRUCTION FUND	$	**21,731,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$**	256,824
PLAYGROUNDS AND RECREATION CENTERS		4,653,082
PLAYGROUNDS AND RECREATION CENTERS - HI-MOUNT		4,868
DISTRICT INSURANCES		50,127
EMPLOYEE BENEFITS		1,141,212
SPECIAL AND CONTINGENT FUNDS		190,000
GRAND TOTAL -EXTENSION FUND	**$**	**6,296,113**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DHHS - LEARNFARE	$ 1,058,800
DRUG FREE SCH. & COMMUNITIES ACT	982,281
HOMELESS ACT EDUCATION	57,970
Bay View High School	
US NAVY-REDCAT ACADEMY	90,000
Bilingual Programs	
EMERGENCY IMMIGRANT EKDUC. ACT	95,385
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	236,337
Curriculum and Instruction Programs	
ESSIA, TITLE 1	43,708,960
ESEA, TITLE II	815,423
ESEA TITLE VI (CHAPTER II)	1,762,386
CARL PERKINS	1,850,737
GOALS 2000 EDUCATE AMERICA ACT	51,000
MPS/WCTC COOP EDUC PROJECT	40,889
ECON. OPPORTUNITY ACT-HEAD START	3,665,056
ELEM. SCHOOL STUDENT ASSIST. PROG.	112,522
Exceptional Education Programs	
IDEA (PUBLIC LAW 94-142)	5,864,277
PL 99-457	1,493,920
DEPT OF EDUCATION FAMILY PARTNERS	63,855

Recreation
DEPT. OF JUSTICE-SAFE HAVEN-METCALFE 100,000
DEPT. OF JUSTICE-WEED AND SEED GRANTS 90,000
HUD-SUMMER STARS-MPS 100,000

TOTAL FEDERAL 62,239,798

STATE
Alternative Programs
AOD-CSC-AFTER SCHOOL 29,949
CHAPT 331-ALCH. AND OTHER DRUG ABUSE 200,000
D.A.R.E. 50,000
DPI-ALCOHOL/TRAFFIC SAFETY 9,530
DPI-DRUG FREE SCHOOLS 34,752
LEARNFARE TEEN PARENT STW PROJECT 398,990
WISCONSIN YOUTH INITIATIVE 506,245

Alternative Programs and Curriculum and Instruction Programs
WI-DESEGREGATION SETTLEMENT FUNDS 8,236,801

Curriculum and Instruction Programs
CHILD CARE START-UP AND EXPANSION 15,000
DPI COMMUNITY SERVIDE GRANTS 10,000
DPI STUDY GROUP/LEADER TEAM 805
FELLOWSHIP GRANTS 6,500
HEAD START STATE SUPPLEMENT 261,800
PRE-SCHOOL TO GRADE 5 GRANT 4,270,274
TEACHER MENTOR 268,000

Deputy Superintendent
SCHOOL TO WORK 1,200,000

Parent/Student Services
DHHS LEARNFARE COORDINATION 400,000
TRUANCY ABATEMENT 392,000

Recreation Programs
SUMMER STARS TEEN INITIATIVE 80,000
PRIME TIME SATURDAY NIGHT 75,000

School Administrative Support and Accountibility
ADMINISTRATOR ASSESSMENT 132,000
WEEB ENVIRONMENTAL AWARENESS 2,800

TOTAL STATE 16,580,446

OTHER
Alternative Programs
PRIVATE INDUSTRY COUNCIL - MOUNTAINS MIST 8,800

Curriculum and Instruction Programs

AETNA FOUNDATION SATURDAY ACADEMY 62,500
BADER FIOUNDATION.....17,539
BRADLET FDN. - BEST FRIENDS PROGRAM 62,745
COLLEGE BOARD - EQUITY 2000 GRANT.....86,822
COLLEGE BOARD - FALL/SPRING ACADEMY 71,644
DANFORTH FDN. TEAM PLANNING FOR ACTION.....90,500
EQUITY 2000 - GUIDANCE/MATH 53,260
MAHEC - STW - ALLIED HEALTH PROFESSION 4,000
MANPOWER DEMO RESEARCH - TRANSITION DEMO 180,000
NATIONAL SCIENCE FDN. - ASSESSMENT COMMUNITIES OF TEACHERS 52,432
NATIONAL SCIENCE FDN. KLUGE SCIENCE CENTER 7,500

Exceptional EducAtion Programs

REIMBURSABLE COSTS.....45,540
WI INCLUSION PROJECT.....66,195

Deputy Superintendent Programs

JOBS FOR THE FUTURE - SCHOOL TO WORK.....17,000

Public Information Programs

CORP. FOR PUBLIC BROADCASTING 106,603

Recreation Programs

CAMP CONGRESS AND THOREAU 49,265
GREATER MILW. COMMITTEE - TEEN PROGRAM.....43,000
SDC - WINTER RECESS GETAWAY PROGRAM.....8,428
SENIOR TRUST-SIXTY-PLUS PROGRAM 59,892

School Programs

APPLIED POWER.....37,576

TOTAL OTHER.....1,131,241

GRAND TOTAL 79,951,485

SUMMARY OF 1995-1996 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization and Integration Aids

GENERAL EQUALIZATION AID..... $ 335,972,041
INTRADISTR. INTEGR. AID..... 26,200,000
INTERDISTR. INTEGR. AID 4,200,000

Handicapped Aids

EXCEPTIONAL EDUCATION PROGRAMS 31,300,000
EXCEPTIONAL EDUCATION SUPERVISION 1,300,000
EXCEPTIONAL EDUCATION TRANSPORTATION..... 4,200,000
PSHCHOLOGICAL/SOCIAL WORK SERVICES 5,200,000

Other Categorical and Special Aids

SCHOOL LUNCH AID	544,000
TRANSPORTATION AID	2,400,000
LIBRARY AID	2,000,000
DRIVER EDUCATION	193,000
BILINGUAL EDUCATION	3,000,000
CHILDREN AT RISK	750,000
TUITION FROM STATE (FOSTER HOME)	260,000

FEDERAL AIDS FOR:

SCHOOL MEAL PROGRAM AIDS	$ 21,502,515
FEDERAL INDIRECT AIDS	1,650,000
PUBLIC LAW 874	0
ENERGY GRANT	0

LOCAL REVENUES (NON PROPERTY TAX) FROM:

MOBILE HOME TAX	65,511
STUDENT FEES	173,000
SCHOOL MEAL SALES	2,797,100
ATHLETIC EVENTS	0
BOND SALES	6,000,000
TUITION	500,000
INTEREST EARNED	832,400
MISCELLANEOUS	500,000

APPLIED SURPLUS:

SCHOOL OPERATIONS FUND	$ 465,000

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $542,004,567

TAX LEVY ..... $ 220,286,640

TOTAL REVENUES $672,291,207

CONSTRUCTION FUND

PROCEEDS FROM COMMON SCHOOL FUND	$ 5,000,000
PROCEEDS FROM BONDED DEBT	8,831,000
ENERGY GRANTS	200,000
PROPERTY TAX LEVY	7,700,000

TOTAL CONSTRUCTION FUND ..... $ 21,731,000

EXTENSION FUND

LOCAL REVENUES	$ 1,050,000
PROPERTY TAX LEVY	4,996,113
APPLIED SURPLUS	250,000

TOTAL EXTENSION FUND ..... $ 6,296,113