BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 1993

Annual organizational meeting of the Board of School Directors called to order by the Interim Secretary-Business Manager at 8:05 PM.

The Interim Secretary-Business Manager read into the record the certification of the City Clerk that the following persons, who were elected or re-elected to membership on the Milwaukee Board of School Directors on April 6, 1993, had taken the oath of office and were duly qualified to serve:

Four-year term expiring April, 1997

Mary Bills
David De Bruin
Jared Johnson
Lawrence O'Neil

The following members responded to roll call:

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

Absent—None.

Director O'Neil was elected temporary chairman 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 .....Present
Director De Bruin .....Director Bills
Director Johnson.....Director Bills
Director Lucey.....Present
Director Mallory .....Director Bills
Director Mitchell.....Director Bills
Director O'Neil.....Director Bills
Director Sinicki.....Director Bills
Director Small.....Director Bills

Director Bills—7
Voting "Present"—2

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

ELECTION OF BOARD VICE-PRESIDENT

The Chair 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 Mallory
Director Johnson	Director Mallory
Director Lucey	Director Mallory
Director Mallory	Present
Director Mitchell	Director Mallory
Director O'Neil	Present
Director Sinicki	Director Mallory
Director Small	Director Mallory
President Bills	Director Mallory

Director Mallory—7.
Voting "Present"—2.

Director Mallory having received a majority of the vote, the Chair declared her 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.

There being no objection, the Chair designated Ronald J. Vavrik to continue to serve as Interim Board Clerk.

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

Director Mallory was appointed to the Library Board by unanimous consent.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

Directors Lucey, Mallory, Mitchell, O'Neil, and President Bills were appointed to the Milwaukee Area Technical College Appointment Committee by unanimous consent.

APPOINTMENT OF REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS

Director Mitchell was appointed the Board's representative to the Wisconsin Association of School Boards by unanimous consent.

APPOINTMENT OF REPRESENTATIVES TO THE COORDINATING COUNCIL, MERO, AND THE OMBUDSPERSON OVERSIGHT COMMITTEE

By unanimous consent, the Board held over these appointments until its regular May meeting.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

Director O'Neil was appointed the Board's representative of CESA #1 by unanimous consent.

COMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

The Interim Secretary-Business Manager presented the following communication:

Communication from the Community Relations-Social Develoment Commission presenting its second quarter billing.

Referred to the Committee on Finance and Facilities.

UNFINISHED BUSINESS

In accordance with the provisions of Section 119.10 (1), Wisconsin Statutes, the Interim Secretary-Business Manager presented the following list of unfinished business pending before the Board and its Committees for reference as indicated:

Unfinished Business as of April 22, 1993

Personnel and Negotiations Committee:

Communications from the Milwaukee Building and Construction Trades Council relative to the payment of prevailing wage rates to MPS employees:

Communications dated:	5-15-92;	Proc.	5-27-92, p.52;
	6-1-92, 6-12-92;		6-24-92, p. 125;
	6-25-92, 7-13-92, 7-17-92;		7-29-92, p. 175;
	9-1-92, 9-28-92;		9-30-92, p. 287;
	11-24-92;		12-21-92, p. 441;
	3-25-93;		3-31-93, p. 610.

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; held in Committee 11-9-92).

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; held in Committee 1-11-93).

Finance and Facilities Committee

Motion by Director Bills that the Board join the Financing Our Children Coalition to pursue legal and legislative remedies for equitable school financing and provide relief to the property taxpayer on a statewide basis. (Proc. 6-30-92, p. 147).

Resolution by Director Bills to Organize all Future Elementary or Middle Schools as K-8 Schools (Proc. 3-31-93, pp. 611-612; held in Committee 4-15-93).

Legislation and Rules Committee

Substitute motion by Director Lucey to a resolution by Directors Mallory and Sinicki, directing the administration to develop and present recommendations whereby Board policies, rules and administrative practices should be declared untouchable or unchangeable by individual schools, taking into account our legal obligations in terms of contracts with employee bargaining units (Proc. 6-29-92, p. 177; 8-26-92, pp. 220-221).

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

Budget Committee

Communication from Clement Avenue PTA President Dale Nook requesting a hearing on the 1993-94 budget process relative to reapportionment of funding formerly earmarked for high schools (Proc. 12-21-92, p. 441).

Communication from the Coalition for Arts-Based specialty Programs im MPS regarding long-range planning for a viable arts curriculum (Proc. 3-31-93, p. 610).

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).

COMMUNICATIONS AND PETITIONS

The Interim Secretary-Business Manager presented the following communication:

Communication from Charles and Lolita Coby requesting the use of a school facility for a religious fund raising event.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Johnson:

WHEREAS, Milwaukee Public School Board of School Directors is required to have a teacher ratio of 76 out of 100 Milwaukee Public School teachers to be white; and

WHEREAS, 27 out of 100 students in the Milwaukee Public Schools are white; and

WHEREAS, The contract between Board of School Directors and Milwaukee Teachers' Education Association states that, "the Board and Milwaukee Teachers' Education Association agree to exert every effort to encourage the voluntary integration of the professional staff and students which has been ordered by the federal district court;" and

WHEREAS, At the expiration of the federal court order the present criteria for school staffing is a ratio consistent with the racial percent of teachers in the district; and

WHEREAS, The Milwaukee Public Schools 1992 staff information EEOS report revealed that 1992-1993 ethnic breakdown of classroom teachers is as follows: total 5,482; black teachers 1,038, which constitutes 18.5%; and white teachers, 4,212 which constitutes 76.8%; and other, 258 which constitutes 4.7%; and

WHEREAS, The ethnic breakdown of students is as follows: total 94,301; black 53,849, which constitutes 57.1%; white 25,928, which constitutes 27.5%; and other 14,524, which constitutes 15.4%; and

WHEREAS, Based upon the above information 7 out of 10 teachers in each school must be white according to agreements between the School Board and Milwaukee Teachers' Education Association; now, therefore be it

RESOLVED, That the Milwaukee Public School Board of School Directors jointly state that they wish to abolish this provision; and be it

FURTHER RESOLVED, That in the Milwaukee Public School Board of School Directors negotiate with the Milwaukee Teachers' Education Association to establish new guidelines for the staffing of schools.

Referred to the Personnel and Negotiations Committee.

The Board adjourned at 8:50 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

STANDING COMMITTEES

Personnel and Negotiations Committee

Directors Mitchell, Chair; Lucey, Vice-Chair; O'Neil, Sinicki

Instruction and Community Relations Committee

Directors Small, Chair; Johnson, Vice-Chair; Bills, De Bruin

Finance and Facilities Committee

Directors Sinicki, Chair; O'Neil, Vice-Chair; De Bruin, Mallory

Budget Committee

Directors Mallory, Chair; Lucey, Vice-Chair; Bills, De Bruin, Johnson, Mitchell, O'Neil, Sinicki, Small

Legislation and Rules Committee

Directors Bills, Chair; Mallory, Mitchell, Sinicki, Small

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 10, 1993

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

Present—Directors De Bruin, Johnson, Lucey (6:21), Mallory (6:13), Mitchell, O'Neil, Sinicki, Small (6:10) and President Bills—8.

Absent and excused—Director Sinicki—1.

The Interim Secretary-Business Manager read the following call of the meeting:

May 7, 1993

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, May 10, 1993 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 relative to the supplemental retirement plans covering employees represented by the Milwaukee Teachers' Education Association and the Administrators' and Supervisors' Council.

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

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:30 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

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

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

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

The Board adjourned from executive session at 6:50 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 10, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:52 PM.

Present—Directors De Bruin, Johnson (6:56), Lucey, Mallory, Mitchell (6:56), O'Neil, Sinicki (7:23), Small and President Bills—9.

Absent—None.

The Interim Secretary-Business Manager read the following call of the meeting:

May 7, 1993

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, May 10, 1993 at 6:30 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 may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the monthly meeting of the Personnel and Negotiations Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of considering collective bargaining negotiation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:55 PM.

The Board adjourned from executive session at 7:38 PM.

RONALD J. VAVRIK

Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 18, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:42 PM.

Present—Directors De Bruin, Johnson, Lucey, Mallory (5:45), O'Neil, Sinicki, Small (6:09) and President Bills—8.

Absent and excused—Director Mitchell—1.

The Interim Secretary-Business Manager read the following call of the meeting:

May 13, 1993

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 18, 1993 at 5:30 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 may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Sinicki moved that the Board retire to executive session for the purpose of considering collective bargaining negotiation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

The Board retired to executive session at 5:44 PM.

The Board adjourned from executive session at 7:29 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 24, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:38 PM.

Present—Directors De Bruin, Johnson (5:42), Mitchell (5:42), O'Neil, Sinicki, Small and President Bills—7.

Absent and excused—Directors Lucey and Mallory—2.

The Interim Secretary-Business Manager read the following call of the meeting:

May 13, 1993

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, May 24, 1993 at 5:30 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 may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a special meeting of the Board scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved that the Board retire to executive session to consider negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 5:40 PM.

The Board adjourned from executive session at 7:30 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 26, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:15 PM.

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

Absent — None.

APPROVAL OF MINUTES

The minutes of the special Board meeting of April 12, 1993 and the regular Board meeting of April 22, 1993 were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

May 26, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Summons and Complaint filed against Frank Capozzi; State Farm Insurance; Milwaukee Board of School Directors; CNA Insurance; All-Way Services, Inc.; and, Wisconsin Health Organization by Mr. Fred Tabak, attorney, on behalf of Cashmere Hall, a minor who allegedly sustained personal injuries after he egressed from a school bus at an assigned drop-off location on November 6, 1990.

   Claim is made in an amount that the Court deems reasonable and appropriate, along with court costs, attorneys fees and interest from the date of the filing of this complaint.

2. Notice of Injury and Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; Milwaukee Board of School Directors; an, Tarl Talcott by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Lawrence Johnson, a minor, and his mother, Brenayder Williams, for injuries allegedly sustained by Lawrence Johnson at the Audubon Middle School on March 27, 1992.

   Claim is made in the sum of $50,000.

3. Notice of Injury and Claim for Damages filed against the City of Milwaukee; City of Milwaukee School Board; Gaenslen School; and, Unknown Employees by Charles Hausmann, attorney, on behalf of Moua Lo, a minor who allegedly sustained personal injuries at the Gaenslen Elementary School on December 2, 1992.

   Claim is made in the sum of $66,500.

4. Notice of Injury and Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; Milwaukee Board of School Directors; and, Kathleen Brau,

by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Germar Nelson, a minor, and his father, George Noel, for injuries allegedly sustained by Germar Nelson at the Maple Tree Elementary School on January 8, 1992.

Claim is made in the sum of $50,000.

The CNA Insurance Company which was the carrier of the Board's general comprehensive liability insurance at the time that the alleged injuries occurred in claims 1,2 and 4, has requested that the Board disallow these claims. Wausau Insurance Companies which is the Third Party Administrator which currently handles the liability claims has requested that claim 3 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, it they so desire.

Respectfully submitted,

Ronald J. Vavrik
Interim Secretary-Business Manager

(above-mentioned documents attached)

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

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

Noes—None.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

May 26, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

In 1989, the Milwaukee Board of School Directors entered into a 3-year agreement with the law firm of Quarles and Brady for services in the area of contract negotiations. Subsequent to the expiration of the original contract, the agreement was extended by an amendment through June 30, 1993. Administration now deems it necessary to amend the agreement for an additional year and to expand the agreement's scope of services so that Quarles and Brady can act as our legal representative in an interest arbitration hearing and/or a declaratory ruling hearing should it become necessary.

The City Attorney's Office has prepared an extension to the Quarles and Brady contract for the 1993/94 school year which also allows for Quarles and Brady to act as MPS' legal representative in an interest arbitration and/or declaratory ruling situation.

It is recommended that the Board authorize the amendment to the original contract.

Respectfully submitted,

HOWARD FULLER RONALD J. VAVRIK

Superintendent of Schools
Manager

Interim Secretary-Business

Director De Bruin moved to approve the joint recommendation of the Superintendent and Interim Secretary-Business Manager.

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

Ayes—9; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of April 1, 1992 through April 29, 1992, covering vouchers for the several funds as certified by the Secretary-Business Manager and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 25490 to 29338, inclusive

Payrolls (net of withholdings)	$16,803,295.16	
Accounts	$39,105,778.44	
		$55,909,073.60

CONSTRUCTION FUND

Accounts, Voucher Nos. 810 to 869, inclusive

Accounts	$324,480.73

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 934 to 1038, inclusive

Payrolls (net of withholdings)	$163,315.01	
Accounts	$212,677.22	
		$375,992.23

TOTAL $56,609,546.56

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being the same as that preceding:

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell presented the following report for the Committee on Personnel and Negotiations:

May 26, 1993

TO THE BOARD OF SCHOOL DIRECTORS

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

(ITEM 1) In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employes, the Superintendent and Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions and changes in status. Your Committee recommeneds that these appointments, promotions and changes in status be, and they hereby are, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Lula Weaver Palmer	School Secretary I 04-19-93 $15,600.00/yr. (Replacement for transfer)	
	PROMOTIONS	
Victoria Badzinski MacDowell	Food Service Manager I $11,806.56/yr.	04-22-93
Edith Carter Lloyd	School Secretary I $14,356.89/yr.	05-05-93
Maria Ceballos Pierce	School Secretary I $15,998.89/yr.	05-05-93
Sonia Dixon Garfield	School Secretary I 04-22-93 $14,356.89/yr.	
Karen Ebertowski Congress	School Secretary I $14,356.89/yr.	05-05-93
Mildred Groholski Curtin	School Secretary I $14,356.89/yr.	05-05-93
Cheryl Gusho Holmes	Food Service Manager IV $14,740.96/yr.	03-03-93
Sandra Harrison EESSC	School Secretary I $14,356.89/yr.	05-05-93
Luster Hurt, Jr. Fac. & Main. Serv.	School Engineer I $25,360.40/yr.	04-26-93
Robert Lang Fac. & Main. Serv.	School Engineer I 04-26-93 $27,571.96/yr.	
Dawn Pernitz Burroughs	School Secretary I $15,998.89/yr.	05-05-93
Randy Radulovich Fac. & Main. Serv.	School Engineer I $27,571.96/yr.	04-26-93

Name and Assignment	Position and Salary	Date
PROMOTIONS,continued		
Tom Simpson Fac. & Main. Serv.	School Engineer I $27,571.96/yr.	04-26-93
Annette Williams Roosevelt $14,356.89/yr.	School Secretary I	05-05-93
CHANGES IN STATUS		
Kelly Beauparland + Webster	Food Service Assistant $7.37/hr.($7,038.35/yr.)	03-10-93
Rhonda Cooper # EESSC	Handicapped Children's Assistant $10,168.20/yr.	03-29-93
Zeporah Wilburn # Robinson	Handicapped Children's Assistant $10,168.20/yr.	03-31-93
Barbara Klapka # Kilmer	Clerk Typist I $7.84/hr.($6,272.00/yr.)	03-15-93

\+ Voluntary demotion from Food Service Manager Trainee
\# From substitute to regular

* * * * *

(ITEM 2) Your Committee recommends that the following individuals be, and they hereby are, appointed to the teacher classifications indicated, effective as of the dates indicated.

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between March 19, 1993, and March 31, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Sandra L. Pupp Elementary	B	23,113	0	March 22, 1993
	Effective September, 1993, payroll:				
(nr)	Patricia A. Ervin Elementary	B	23,113	0	September, 1993
(nr)	Diane L. Ridao Elementary/Bilingual	B	24,268	1	September, 1993
(nr)	Moshe Werdesheim Elementary/Bilingual	D	36,819	7	September, 1993

(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

* * * * *

(ITEM 3) Your Committee recommends that the following leaves of absence and rescinding of leave be, and they hereby are, granted effective as of the dates indicated:

Illness Leave, to June, 1993:

Leigh Cowen	Elm Creative Arts	March 15, 1993
Susan Feil	Webster	January 25, 1993
Patricia Maiers	EE & SS Center	March 24, 1993
Rebecca Ross	McNair	January 25, 1993

Illness leave, to June, 1994:

Frederick Hamlin	Pulaski	March 15, 1993
William Quinn	Vincent	March 26, 1993

Maternity leave, to June, 1994:

Robin Burns	Whitman	April 19, 1993
Catherine Daniels	Burroughs	April 22, 1993

Sabbatical Leave, to June, 1994:

David Cusma	Milwaukee H.S. of the Arts	August, 1993
Clare Hanrahan	King High	August, 1993
Debra Yost	Grant	August, 1993
Michael Zaleski	Sholes	August, 1993

Study Leave, to June, 1994:

Gale Michalski	Washington	August, 1993

Extension of Illness Leave, to June, 1994:

Patricia Anderson	On Leave	August, 1993
Ella Cannon	On Leave	January 25, 1993

Extension of Personal Leave, to June, 1994:

Kerrie Chang	On Leave	August, 1993
Veronica Jondle	On Leave	August, 1993
Richard Kaiser	On Leave	August, 1993
Marilee Laumann	On Leave	August, 1993
Cynthia Lowenstein-Kane	On Leave	August, 1993
Ann Sowlles	On Leave	August, 1993

Extension of Personal Leave, to January, 1995:

Bette Sass	On Leave	January, 1994

RESCINDING OF LEAVE:

Peter Gebhardt	-- Was granted a study leave for the 1993-94 school year. Rescinded as of April 29, 1993. Returning August, 1993 from a Sabbatical.

* * * * *

(ITEM 4) 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
Barbara J. Birks	Principal	06-16-93
Cynthia P. Brooks	Psychologist	06-22-93
Delphine M. Calvin	Teacher	04-19-93
Mary C. Clark	Teacher	04-08-93
Bobbie L. Dawson	Principal	06-15-93
Anthony R. DeCicco	Teacher	06-14-93
Seldon M. Eastern	Teacher	06-14-93
Arthur A. Flater	Research Spec.	07-16-93
James F. Foote	Teacher	07-03-93
Margaret S. Freshwaters	Teacher	06-14-93
Merve L. Haney	Teacher	06-14-93
Frieda P. Jefferson	Teacher	06-14-93
Robert T. Johnson	Principal	06-15-93
John M. Kelly	Teacher	06-14-93
Penelope E. Kroog	Principal	06-15-93
Margaret Y. Landis	Teacher	06-14-93
Albert A. Martin	Teacher	12-18-92
Alan J. McGarigle	Teacher	06-14-93
Nancy L. Moloney	Teacher	04-07-93
Leontine I. Moore	Teacher	05-10-93
Timothy Phillips	Coordinator	08-10-93
Martin A. Sayles	Teacher	06-14-93
Narvis K. Smith	Teacher	06-14-93
Laura J. Steeholm	Psychologist	04-23-93
Jane E. Stilin	Teacher	07-01-93
Loretta A. Udziela	Teacher	06-14-93
Bobbye A. Vance	Principal	06-15-93
Wilbur L. Way	Teacher	06-30-93
Jacqueline R. Yeager	Teacher	03-29-93
Thomas J. Zimmer	Psychologist	06-22-93

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

At its meeting on April 26, 1993 (Proc., pp. 4-5), the Board referred the following resolution, which was introduced by Director Johnson, to the Personnel and Negotiations Committee:

WHEREAS, Milwaukee Public School Board of School Directors is required to staff two-thirds of all Milwaukee Public Schools with African-American teachers within plus or minus 5% of the district's African American teacher population and the remaining one-third within plus or minus 10% of that population; and

WHEREAS, 27 out of 100 students in the Milwaukee Public Schools are white; and

WHEREAS, The contract between Board of School Directors and Milwaukee Teachers' Education Association states that, "the Board and Milwaukee Teachers' Education Association agree to exert every effort to encourage the voluntary integration of the professional staff and students which has been ordered by the federal district court;" and

WHEREAS, At the expiration of the federal court order the present criteria for school staffing is a ratio consistent with the racial percent of teachers in the district; and

WHEREAS, The Milwaukee Public Schools 1992 staff information EEOS report revealed that 1992-1993 ethnic breakdown of classroom teachers is as follows: total 5,482; black teachers 1,038, which constitutes 18.5%; and white teachers, 4,212 which constitutes 76.8%; and other, 258 which constitutes 4.7%; and

WHEREAS, The ethnic breakdown of students is as follows: total 94,301; black 53,849, which constitutes 57.1%; white 25,928, which constitutes 27.5%; and other 14,524, which constitutes 15.4%; and

WHEREAS, Based upon the above information 7 out of 10 teachers in each school must be nonblack according to agreements between the School Board and Milwaukee Teachers' Education Association; now, therefore be it

RESOLVED, That the Milwaukee Public School Board of School Directors jointly state that they wish to abolish this provision; and be it

FURTHER RESOLVED, That in the Milwaukee Public School Board of School Directors negotiate with the Milwaukee Teachers' Education Association to establish new guidelines for the staffing of schools.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Milwaukee Board of School Directors jointly state that they wish to eliminate from all collective bargaining agreements any provisions which cap the number of minority teachers or ethnic groups in a school's staff and that the Milwaukee Board of School Directors pursue through all appropriate means the elimination of contract language that caps minority or ethnic group representation on the school staffs.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

Section 118.258, Stats., prohibits pupils from using or possessing electronic communication devices on school premises. This law was passed in response to concerns about the sale and distribution of illicit drugs on school grounds. Specifically, the law requires each School Board to adopt rules prohibiting pupils from using or possessing an electronic paging or two-way communication device while on premises owned or rented by or under the control of the public school district. The law does allow a School Board to permit the use or possession of such devices if the Board or its designee determines that the device is used or possessed for a medical, school, educational, vocational or other legitimate use.

Section 118.258, Stats., requires the Board to annually provide each pupil enrolled in Milwaukee Public Schools with a copy of its rule pertaining to electronic communication devices. The statute also requires the School Board to provide the state superintendent with a copy of the Board's rule when it is first adopted and whenever the rule is amended.

Your Committee recommends that the Board adopt the following rule:

No pupil shall use or possess any electronic paging or two-way communication device while on premises owned or rented by or under the control of the Milwaukee Public Schools, unless proper approval has been obtained by the pupil. Approval may be given to a pupil to use or possess an electronic communication device if it is determined that the device is used or possessed for a medical, school, educational, vocational or other

legitimate

use. Approval for such use or possession can be given by the building principal if the use or possession is to occur during the regular school day or by the administrator in charge of the pupil if the use or possession is to occur outside of the regular school day. Students violating this rule shall be disciplined in accordance with the guidelines established in the Parent/Student Handbook on Rights, Responsibilities, and Discipline;

and that this policy prohibiting electronic communication devices in our schools be published in the Parent/Student Handbook on Rights, Responsibilities, and Discipline for annual distribution to parents and students.

* * * * *

(ITEM 7) The Superintendent and Secretary-Business Manager advised your Committee:

Milwaukee Public Schools has been invited by the Greater Milwaukee Committee to join other Milwaukee businesses, along with the City of Milwaukee and Milwaukee County, as a member of the Milwaukee Employer Accords.

The Accords are a set of principles developed by the Greater Milwaukee Committee Inner City Task Force to help achieve parity between majority and minority unemployment in Milwaukee by the Year 2001. The goal of Accords is to promote diversity and equity in the work place with priority on jobs for inner city residents.

As a member of the Milwaukee Employer Accords, the Milwaukee Public Schools will sign an agreement that pledges to:

- Adopt an agreement with the Milwaukee Employer Accords.
- Promote certain suggested practices of the Greater Milwaukee Committee Inner City Task Force throughout our organization.
- Provide an annual new hire report to the Greater Milwaukee Committee.

The Agreement is non-binding.

A copy of the Milwaukee Employer Accords has been made of part of the minutes of your Committee's meeting of May 10, 1993.

The Milwaukee Public Schools 1992 EEO-5 Report indicates that 30.2% of all new hires were minority.

Your Committee recommends that the Milwaukee Board of School Directors sign the Milwaukee Employer Accords Agreement, with the following clause added to the agreement: The inner city should be considered in any capital investment decision; investments in the central city are encouraged wherever possible, particularly where job opportunities may result.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

In February, 1992, the Board approved the Report and Recommendation of the Discipline Work Team. The report was aimed at addressing specific areas of student conduct and improving the learning environment of the schools. The administration report and recommendation regarding the plan implementation was being provided to Board members under separate cover and has been made a part of the minutes of your Committee's meeting of May 10, 1993.

Based on the review of the questionnaire results, statistical data and focus group responses, the following conclusions regarding the implementation of the discipline plan are made:

a. The discipline plan was implemented in all schools and was used by school staff to address student discipline issues.

b. A more positive learning environment exists in the schools during the 1992-1993 school year than did during the previous year.

c. Principals and parents felt that the schools are safer than last year.

d. With district wide policies in place, administrators were better able to support disciplinary actions taken when responding to parent inquiries.

e. There is not a clear understanding of the distinction between repeated violation of school rules and chronic classroom disruption. Incidents in these areas were considered the major factors in impeding a school climate conducive to learning. All groups heard from reported that these areas are of extreme concern and need to be addressed with specificity as soon as possible.

f. There is a need for additional seats in alternative education programs for placement of behavioral reassigned students.

g. Clarification is needed regarding the authority of school principals to mandatorily suspend students for one, two or three days regardless of whether a parent conference takes place or not.

h. For alternative education assignments to be effective, a behavioral modification program is needed at each site.

i. Clarity is needed on the time limits and nature of intervention/prevention strategies before referring to the Division of Student Services.

The implementation of the Revised Discipline Plan further addressed student discipline issues in the district. However, the findings of the evaluation of this plan suggest a need for further modification of the plan in order to address the needs of the district in effectively dealing with student discipline. Based on the results of this review, the following recommendations are made for improving the Revised Discipline Plan and the procedures necessary to implement the plan:

Your Committee recommends that the following **non-budgetary** recommendations be adopted:

a. The Parent/Student Handbook on Rights, Responsibility and Discipline must be modified to state more clearly the definitions of repeated classroom disruption and chronic disruption or violation of school rules. The distinction between these two disciplinary categories must be specified to all local school staffs.
b. Administrators should review the discipline plan with their staff and students on a monthly basis reminding them of targeted areas and disciplinary consequences.

c. Administrators should have more communication with their staff pertaining to carrying out the plan, prevention/intervention programs and strategies available, and providing specific information regarding the documentation required for an incident to be forwarded to the Division of Student Services for conference.

d. Principals have the prerogative of suspending students for one, two or three days. Parents should be informed of the length of suspension at the time of student suspension notification and encouraged to contact the school administrator prior to the student being readmitted to the school (face to face conference, phone call, etc.).

Your Committee further recommends that the following **budgetary** recommendations be costed out by the administration, analyzed from a cost benefit basis, prioritized in accordance with the cost benefit analyses, and referred to the Budget Committee for consideration as part of the 1993-94 budget.

a. Additional alternative and CBO seats should be provided for behaviorally reassigned students.

b. All behavioral reassignment programs should include a behavioral modification component.

c. Training should be provided for all school administrators and staff regarding intervention/prevention strategies that may be utilized in carrying out discipline in the schools.

d. A brochure should be developed and distributed to all parents and staff in the district to inform them of identifiable symbols, attitudes and dress types related to gangs.

e. Independent Learning Centers should be created for short term assignments of students needing removal from regular classes but not needing removal from the school. At the high school level outposts should be used in the same fashion, thus allowing "ownership of students."

* * * * *

(ITEM 9) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of May 10, 1993.

A. Affirmative Action Report for April, 1993.
B. Update on the Truancy Abatement Program.
C. Update on Immunization Efforts.

* * * * *

Separate consideration having been requested for Items 2 and 8, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Small moved for suspension of Board Rules and adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

Voting "present"—Director De Bruin—1.

Item 8 of the report, relating to the student discipline plan, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Lucey moved to amend the non-budgetary recommendations by adding the following items:

e. That the administration develop a means to monitor the principal involvement in disciplinary practices and their presence in halls and classrooms, and report to the Board at the end of the fall 1993 semester on implementation of this aspect of the plan.

f. That the administration should initiate the procedure to obtain a second opinion on a pro bono basis if possible, on whether the Board can make the policy change it concluded it wanted to make last year (#8 of last year's recommendations on the disciplinary plan: That the Board policy permitting students to stay in school until they are 20 if it is possible to earn enough credits to graduate by that age be replaced with a policy that requires students over 18 to meet attendance and performance requirements).

Director De Bruin moved to substitute the following for Director Lucey's second amendment:

f. That the administration request that the City Attorney's office again take a look at this issue and determine whether the implementation of this policy would in fact put the Board in violation of any legal requirements.

Director De Bruin requested separate consideration of the amendments.

The question being on the adoption of Director Lucey's amendment e., the amendment failed of adoption, the vote being as follows:

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

Noes—Directors Mallory, Mitchell, Sinicki, Small and President Bills—5.

The question being on Director Be Bruin's substitute amendment f., the substitute prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—Directors Mallory and O'Neil—2.

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

Ayes—Directors Lucey, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—7.

Noes—None.

Voting "present"—Directors De Bruin and Johnson—2.

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) The Superintendent advised your Committee that:

At its meeting on April 23, 1992, (Proc., p. 36), the Board adopted the following with regard to a resolution introduced by Director Sinicki:

1. That the administration review all Board rules, policies, and waivers for the purpose of determining the impact of such on a system of schools;
2. That the administration, as part of the budget process, report their findings and changes to the Board;
3. That the administration, as part of the budget process, develop a recommendation or recommendations for school-based decision-making that includes parents, teachers, administrators, and community representation; and
4. That any changes to school-based management be brought back to the Board of School Directors.

The administration submitted to the Committee a System of Schools Document developed in collaboration with Central Office departments and principals. The document has been made a part of the minutes of Your Committee's meeting of May 12, 1993. The document described current decisions which are made at Central Office and at the local school and those responsible for making the decision. Board policies, federal and state statutes, and contractual obligations were also referenced. Italic type showed the proposed changes for decisions. These changes will be brought to the Board of School Directors at a later date. Asterisks identified the school-based management policy waivers previously approved by the Board.

A survey was sent to all principals in January, 1993, which asked principals and shared decision making groups to recommend who would be responsible for making each of the local school decisions. The choices were: 1. Shared Decision Making Group; 2. Principal with Advisement of Staff; 3. Principal with Advisement of Parents; 4. Principal; 5. Staff. The results of this survey determined the coding in the Local School Responsibility column of the System of Schools Document. (Survey results which totaled 25% or more of the total response to an item were included.) It is recognized that principals are expected to include staff, parents and the community in the decision making process and are ultimately responsible for the decisions made.

Principals participated in staff development sessions regarding shared decision making on January 23, February 20, and March 13, 1993. Each principal submitted a shared decision making plan for his or her school which includes a schematic/diagram of the shared decision making model, identification of who will serve on the school's shared decision making group (positions and numbers, not names), a plan for providing staff development related to the shared decision making model, and a plan for evaluation of the effectiveness of the shared decision making model. These plans have been compiled and will be provided to the Board of School Directors.

A survey of the 11 MPS Parent Involvement Policies adopted by the Board of School Directors in November, 1992, was given to all principals in March, 1993. The survey results indicated strong support for ten of the policies. Thirty principals agreed with and 81 principals disagreed with policy number ten which states "The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, comprised of equal representation among parents, staffs, and the community." The survey results have been made a part of the minutes of your Commitee's meeting of May 12, 1993.

The Superintendent recommended that the Board revise the MPS Parent Involvement Policy number ten to read "The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, with opportunity for representation of parents, staffs, and the community and that the Board accept the System of Schools Document and the Shared Decision Making Plans.

Your Committee reports having held the System of Schools document in Committee and having directed the administration to respond to the concerns raised at the Committee meeting, with the administration to seek input from parents, teachers, middle and high school students and other interested parties and to revise the document accordingly. The revised document should include the impact of Board rules and State Statutes and the concerns raised should be conveyed to the Village Partnership group.

Your Committee recommends that the Board reaffirm the original parent involvement policy statement #10, revised to include middle and high school students as follows:

The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, comprised of equal representation among parents, staffs and the community, and students in middle and high schools.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

The Spanish Immersion School and Garden Homes School have requested that they be allowed to establish voluntary uniform dress codes. A copy of the schools' proposal has been made a part of the minutes of your Committee's meeting of May 12, 1993. It is clear from the proposals that the idea is supported by a majority of parents.

In an opinion dated March 27, 1991, the City Attorney indicated that "a voluntary uniform code … would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal. The student is still free to dress as the student or student's parents wish. Of course, in order to ensure that performance is truly voluntary, the school and its staff should take no action against students who choose to reject uniforms, nor should any undue pressure be exerted to persuade these students to wear uniforms."

Your Committee recommends that the Board approve the requests of the Spanish Immersion School and Garden Homes School for voluntary Uniform Dress Codes.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

The Private Industry Council (PIC) operates the STEP-UP Summer Jobs Program through which students who are residents of Milwaukee County and are JTPA eligible can apply for and receive jobs. Those students who get a job through the STEP-UP Program and who have less than a 2.0 G.P.A. are required by PIC to participate in an educational experience during the summer.

In past summers, STEP-UP students enrolling in the Milwaukee Public Schools summer school program were able to meet the educational requirement. Because the MPS summer school program does not exist this year, the PIC and MPS have been discussing the possibility of having MPS provide a summer school program for STEP-UP which will be paid for by the PIC.

The program described would be offered at Washington, North Division, South Division, and Custer High Schools. Each site will house 500 high school and 150 grade 8 middle school students.

The student program at Washington and North Division would operate from 8:00 a.m. - 11:45 a.m., while the program at Custer and South Division would operate from 1:00 p.m. - 4:45 p.m. Classes at all sites would start on Friday, June 25, 1993 and end on Friday, July 30, 1993, with July 5, 1993 as a non-school day. Teacher organization days would be June 23-24, 1993.

Students in grades 8-12 who receive a job through the STEP-UP Program and have less than a 2.0 G.P.A. will be eligible to enroll through their STEP-UP coordinator in consultation with their guidance counselor. Student registration will begin on May 17, 1993. All Grade 8 students will take three courses - Mathematics 8, English 8, and U.S. History 8. Eighth grade students who failed the regular school year can be promoted to the 9th grade if they successfully complete these courses. Students in Grades 9-12 can take one course in summer school and may earn 1/2 credit for successful completion of that course.

Transportation will be provided by the PIC.

A contract will be prepared between the PIC and MPS.

Implementation of this program is dependent on the PIC receiving additional funding from the federal government. Based on the level of funding, the size of the program may be modified.

In order to assure timely staffing to begin the program by June 23, the funding will need to be verified by PIC by May 24, 1993.

A summer Algebra Academy is being planned for eighth grade students who are in need of strengthening before taking Algebra in grade nine. The program will be supported by a grant from Harley-Davidson, in combination with monies from the College Board Equity 2000 project.

The summer Algebra Academy will be held at six sites around the city, serving a total of 360 students. Students would attend four days a week for six weeks. Teachers would meet on the fifth day to develop hands-on math activities for the following week and for student use at their winter school sites. The program would include parent involvement and teacher training components.

Other summer programs may be implemented pending the award of funds from outside and categorical sources. These include Head Start, Chapter I and an algebra readiness institute for ninth grade students under consideration for private funding. In order to implement these programs during summer 1993, funding must be received by May 24, 1993.

Your Committee recommends that the Board approve the summer programs described above, pending available funding.

* * * * *

(ITEM 4) Your Committee reports having received an informational report from the Superintendent on the following matter. This report has been made a part of the minutes of your Committee's meeting of May 12, 1993.

A. Report on the Competency Testing Review Process.

* * * * *

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, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—9.

Noes—None.

Item 1 of the report relating to parent involvement in schools having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Lucey moved to amend the recommendation as follows:

The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, ~~comprised of equal representation among parents, staffs and the community, and students in middle and high schools~~. the membership of which shall include parents, staff, members of the community, and in middle and high schools, students. Staffs shall constitute no more than 33% of any shared decision making group, and parents shall constitute at least 33% of the membership.

Director De Bruin moved that the amendment be referred to Committee.

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

Ayes—Directors De Bruin, Mitchell and O'Neil—3.

Noes—Directors Johnson, Lucey, Mallory, Sinicki, Small and President Bills—6.

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

Ayes—Directors Lucey, Mallory and President Bills—3.

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

Voting "present"—Director De Bruin—1.

Director De Bruin moved to refer the report back to Committee.

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

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell and O'Neil—5.

Noes—Directors Mallory, Sinicki, Small and President Bills—4.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) Your Committee recommends that the proposal of the following contractor to furnish the labor and materials required in connection with the project, in accordance with plans and specifications on file be, and they hereby is, accepted; and a contract for furnishing such labor and materials and doing the work be, and they hereby is, awarded as follows:

RELOCATE LIBRARY/COMPUTER ROOM—MARYLAND AVENUE SCHOOL

Schultz Brothers, Inc., Low bidder, base bid of $29,712.00

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

The Milwaukee Public Museum has a diversified collection of instructional materials which is available to all schools in Milwaukee County. Milwaukee Public Schools also owns many audiovisual materials. Prior to 1987, the Museum operated a delivery system to schools. This system is no longer available.

In 1987, MPS contracted with Innovative Media Services (IMS) for delivery and pick up of audiovisual materials to schools. The service was provided for $3.00 per pupil per year. The cost for 1993-1994 will remain the same.

Innovative Media Services houses the MPS collection and makes it possible for schools to access over 14,000 films, over 4,000 videos and multi-media kits, and over 2,000 specimen units, which are provided in cooperation with the Milwaukee Public Museum.

The services provided by IMS, in addition to pick up and delivery, include maintenance of films and videos, transfer of 16mm film to video, multiple copies of popular titles, updated catalog every three years, and a reference library. Their vehicles pick up and deliver media items each week at each facility.

Your Committee recommends that the administration be authorized to enter into a contract with Innovative Media Services for school delivery services, contingent upon inclusion of funding in the 1993-1994 budget.

* * * * *

(ITEM 3) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchases:

B-5128 39 Each Microcomputer Systems (Various)
Array of Software, Inc. d/b/a Crimson Computers, low bidder $56,405.00
The prices used for award are based on the total for thirty-nine computer systems of three different configuration types.

B-5129 48,700 Gallons of Grade 2 Fuel Oil by Transport Truck (Various)
Lakeside Oil Co., Inc. low bidder (less 1% 20 days.) $30,452.11

B-5130 97,500 Gallons of Unleaded Gasoline by Tank Wagon (Facilities)
Lakeside Oil Co., Inc., low bidder (less 1% 20 days) $88,588.50

RFP-0184 Driver Education Simulation System (MHSA)
Simulator Systems International, Inc., low bidder meeting specifications at a base price of $53,540.00 plus films at $6,435.00, less $1,000.00 trade-in allowance $58,975.00

SOLE SOURCE PURCHASES:

SS-060, 061, 062 Macintosh Computer Labs for Various Sites

Brown St. School
Apple Computer: 16 LCIII student workstations and 1 printer (estimated).....$29,500.00

Morse Middle School
Apple Computer: 16 LCIII student workstations; 1 file server; 12 Apple IIe cards; CD-ROM; Color scanner; laser disc player, and assorted lab-pack software and licenses (estimated).....$42,000.00

Fritsche Middle School
Apple Computer: 15 LCIII student stations; 1 file server; 3 printers; and phonenet connectors (estimated) $29,000.00

SS-065 Various D.A.R.E. Novelty Items (Drug-Free Schools)
D.A.R.E. America, Inc., the registered owner of the D.A.R.E. (Drug Abuse Resistance Education) trademark. The net price reflects a negotiated discount and free freight. $25,918.40

SS-066 Various G.R.E.A.T. Novelty Items (Drug-Free Schools)
R & T Specialty Inc., for various trademarked novelties for gang-resistance education. The net 30 days negotiated price reflects free freight $35,385.00

* * * * *

(ITEM 4) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	School fund	$268	Classroom materials
Allen-Field	Wisconsin Bell	$805	Fax machine
Barton	Barton PTO	$1,728	Copy machine
Burdick	Milwaukee Bucks	$693	Milwaukee Bucks basketball tickets
Carleton	Kohls' Food Stores	$300	VCR
Custer	Krist Foundation	$500	Scholarship
Dover	American TV and Appliance	$182	Gas range for ex ed classes
Grant	Grant PTO	$90	Fifteen cadet ponchos
	School fund	$2,554	Future purchase of computer equipment and educational materials
Grant	Grant PTO Booster Club	$1,700	Future purchase of computer equipment
Grantosa Drive	Mr. & Mrs. Norman Marcus	$1,400	Computer, disk drive, monitor & printer
	Grantosa Drive PTA	$1,000	Library books
	Grantosa Drive PTA	$600	Supplies for preschool classrooms
Greenfield	Greenfield PTA	$1,000	Classroom supplies
	Greenfield PTA	$75	Scarves and mittens for students
King	Milwaukee Board of Realtors'	$1,512	Student travel-National Tournament of Academic Youth Foundation
Excellence			
Kosciuszko	School fund	$308	VCR
Lady Pitts	Delta Sigma Theta	$170	School use
	Kiwanis Club	$160	Award luncheon
	Ms. Charmaine L. Goldbach	$100	Toys for Birth-to-3 program
LaFollette	Ms. Kelly Richman	$150	Social studies videos
Lancaster	Lancaster PTA	$700	Artwork
	Lancaster PTA	$3,690	Two copiers
MacDowell	Ameritech Foundation	$700	RIF books
	Marshall Fields-Grand Av.	$250	Artist-in-Residence program
Marshall	Private Industry Council	$500	Student recognitions
	Parent Booster Club	$230	T-shirts for girls' softball
MPS	US Department of Agriculture-Forestry	$660	Two movie projectors

MPS-Dinner with Supt.	Milwaukee County Zoo	$40	Eight Zoo passes
	Wisconsin Bell	$2,000	Dinner expenses
	Pettit National Ice Center	$105	30 passes to Pettit National Ice Center
	Marcus Theatres Corporation	$1,400	350 Marcus Theatre movie passes
	Holoubek, Inc.	$566	Four Brewer tickets
	Capitol Court Footlocker	$75	Three t-shirts
	W. H. Brady Co.	$20	400 pencils
	W. H. Brady Co.	$200	Dinner expenses
	Beihoff Music Corp.	$130	Baseball shirt, sweatshirt and watch
	Milwaukee Symphony Orchestra	$64	Eight tickets to the Milwaukee Symphony
	Marcus Corp.	$347	350 KFC chicken sandwich certificates
	WICOR Foundation	$2,000	Dinner expenses
	Midwest Express	$75	10 t-shirts
	Milwaukee County Museum	$180	40 guest passes to the Museum
	Milwaukee Wave	$216	24 tickets to the Wave
Robinson	Burrus Research	$854	Books for students
Sholes	Sholes teachers and staff	$667	Purchase of copy machine
	Sholes PTSO	$1,500	Purchase of copy machine
Trowbridge	Trowbridge PTA	$1,850	Auditorium curtain
Twenty-seventh Street	Ms. Nadine Seigman	$33	Stones for Bright Beginnings program
Vincent	Mr. George Frost	$1,400	Computer and modem
TOTAL		$35,747	

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

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(ITEM 5) The Superintendent advised your Committee that:

Malcolm X Academy is requesting suspension of Board Rules 10.01 and 10.04 relative to commercial advertising.

The Academy would like to request financial support from individuals, community agencies and businesses to fund innovative programs for its students. Those who contribute would be recognized in the school's souvenir booklet, which will be distributed at the school's historic dedication ceremony. The intent of the booklet is to serve as a historical document for personal value, rather than any commercial gains by businesses or others.

With the current economic conditions of the school system and the reluctance of the taxpayers to increase their tax burden, the school indicates that it is being creative and innovative in securing funding.

Board Rules 10.01 and 10.04 are under review by the administration to determine whether they place undue restrictions on fund raising by schools.

Your Committee recommends that Board Rules 10.01 and 10.04 be suspended to allow for the fund raising activity described above.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At Its meeting on April 26, 1993 (Proc. p. 4), the Board referred a communication from Charles and Lolita Coby to the Finance and Facilities Committee. They are requesting the use of the Custer High School Auditorium on August 14, 1993 in order to present a play entitled *Love Has No Color*. A copy of the communication has been made of part of the minutes of your Committee's meeting of May 13, 1993.

There will be an admission charge, with any proceeds from the event going to the sponsors. Admission charges are prohibited by Board rule 9.04. In addition, Board rule 10.08 prohibits any fund raising efforts except for those recognized parent organizations and staff members whose purpose is to raise monies for the benefit of the Milwaukee Public School system. Board rule 9.04 provides:

> 9.04 Public Use. (1) (a) Permits are to be obtained from the superintendent or his or her designee for the use of school buildings outside of school hours except as otherwise provided in the rules.
>
> (b) 1.The superintendent or his or her designee may grant building use permits to religious organizations for worship services or religious instruction provided that the organization provides for the payment of personnel services and utilities incurred in opening the building, that it provides liability insurance coverage certification satisfactory to the department, and that the principal certifies that the meeting does not conflict with school or social center activities. 2. Permits shall be issued for a period not to exceed one year but may be renewed on an annual basis subject to satisfactory fulfillment of the conditions above. The permit may be revoked at any time for just cause. 3. Nothing in this rule shall be construed to prohibit the taking up of a free will offering as part of a religious service, but any other fund raising activities shall be submitted to the board for approval in accordance with board rule 9.04 (6).
>
> (2) The superintendent or his or her designee may issue permits to civic associations and other organizations or groups of individuals for the use of school buildings for meetings of a cultural nature, other than the so-called forum type of meetings described in section 9.03 (6) or at which questions of a public, civic, or educational nature are to be discussed and lectures thereon given; provided the matters to be discussed are divested of social or class bias, that the meeting is open to the public and free, that the principal certifies that the meeting does not conflict with school or social center activities, and that the charges for such use, as fixed by the board, are paid upon billing.

Your Committee reports having given opportunity for hearing to Charles and Lolita Coby.

Your Committee recommends that the request be denied.

* * * * *

(ITEM 7) The Superintendent and Secretary-Business Manager advised your Committee that::

At its meeting on June 30, 1993 (Proc. p. 147), the Board referred a motion by Director Bills that the Board join the Financing Our Children Coalition to pursue legal and legislative remedies for equitable school financing and provide relief to the property taxpayer on a statewide basis to the Finance and Facilities Committee.

The motion was made during the Board's consideration of the 1992-93 budget. The 1993-94 budget is now in preparation, and the district's financial situation has deteriorated even beyond what it was at this time last year.

Your Committee recommends that the Board join the Financing Our Children Coalition to pursue legal and legislative remedies for equitable school financing and provide relief to the property taxpayer on a statewide basis.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on March 31, 1993 (Proc., pp. 611-612), the Board referred the following resolution, which was introduced by Director Bills, to the Finance and Facilities Committee:

WHEREAS, High school is too late and too costly to address and remediate academic problems; and

WHEREAS, The decision to drop out is developed in the middle grades; and

WHEREAS, Middle schools do not always consider the developmental needs of young adolescents; and

WHEREAS, The size and organization of the middle level schools often cause students to feel anonymous, disconnected from adults, and alienated from the purpose of education; and

WHEREAS, the middle grades provide and opportunity to positively influence young people's self-perceptions, habits and values, and thinking about their future; and

WHEREAS, The middle grades have been historically neglected by urban school systems; and

WHEREAS, The loss of the school facilities referendum heightened the need for MPS to connect creative and flexible facility use with a more predictable and cost-effective student assignment process, and educational improvement; and

WHEREAS, Middle and high schools have not been addressed by the Transitional Student Assignment Plan because of lack of space in middle schools; now, therefore, be it

RESOLVED, That it be the policy of this Board that all future elementary or middle schools built in the Milwaukee Public School district be organized as K-8 schools; and be it

FURTHER RESOLVED, That the administration is directed to work with schools to consider reorganizing some of our present elementary or middle schools into K-8 schools.

Your Committee recommends that in the future K-8 schools be considered in any facilities plan or assignment plan, and that the administration be directed to work with schools to consider reorganizing some of our present elementary or middle schools into K-8 schools.

* * * * *

(ITEM 9) The Superintendent advised your Committee that the following schools have requested additional budgetary changes within their local school budgets for the 1992-1993 school year. All schools are requesting to transfer funds to areas of need for their respective buildings

School	Budgetary Change	Cost
Elm	Inservice/Curriculum Writing	$15,000
Garden Homes	Library, Non-Textbooks	$12,000
Grant	Minor Building Modification	$14,000

Greenfield	Overtime-Clerical	$400

Hampton	Prepared Materials	$5,813
	Additional Equipment	$13,000
Happy Hill	New Attendance System and Reading Improvement	$15,000
Holmes	Educational Supplies-General	$35,916
Manitoba	New Attendance System and Increased Technology	$16,500
Milwaukee Spanish Immersion	New Attendance System and Computer	$8,000
Morgandale	Additional Equipment	$25,500
	Non-Capital Equipment	$4,500
Pierce	Reading and Math Materials, Office Furniture, Additional Equipment, and Part-Time Clerical	$20,000
Roosevelt	Additional Equipment-Specialty	$15,000
	Minor Building Modifications	$5,000

Elm Elementary School wishes to pursue an inservice/curriculum writing project. A transfer of funds from the other expenses-general account to supplement the part-time certificated account is requested.

Since substitute costs proved less than originally estimated, Garden Homes Elementary School is requesting a transfer of funds from the teacher substitute account to assist in updating their library.

Since substitute costs proved less than originally estimated, Grant Elementary School is requesting a transfer of funds from the teacher substitute account to minor building modifications to continue their effort to integrate technology with the curriculum.

Greenfield Elementary School is requesting a transfer of funds from the secretary-substitute account to the overtime-clerical account. With the large volume of paperwork that needs to be done the Greenfield office staff would be able to put in additional hours to insure a smooth closing and opening.

Hampton Elementary School is requesting a transfer of funds from the building service helper account to the prepared materials account. In addition, a transfer of funds is requested from the paraprofessional and general aide accounts to the additional equipment account. Funds originally designated for additional hours for current positions or new positions have not been used in that some positions remain unfilled. In addition, some employees were hired well after the start of the school year.

Since substitute costs proved less than originally estimated, Happy Hill Elementary School is requesting a transfer of funds from the teacher substitute account. These funds would be used for whole language reading materials and to assist in purchasing the elementary school computerized attendance system.

Holmes Elementary School is requesting a transfer of funds from the guidance counselor salary account to the educational supplies-general account. Money was not expended in that they are still interviewing prospective candidates for the guidance counselor position which will be filled for the 1993-1994 school year.

Manitoba Elementary School is requesting that funds be transferred from the teacher substitute, noon/bus supervision, part-time certificated-general, extra-curricular, and part-time classified-non-clerical accounts to assist in the purchase of the new elementary school computerized attendance system and to improve computer technology.

Since substitute costs proved less than originally estimated, Milwaukee Spanish Immersion School is requesting a transfer of funds from the teacher substitute account to the additional equipment account. These funds will help with the purchase of the new elementary school computerized attendance system and be utilized to purchase classroom computers.

Morgandale Elementary School is requesting a transfer of funds from the noon supervision, teacher substitute, paraprofessional aide, and general aide-regular accounts to the additional equipment

account, and from the paraprofessional aide-bilingual and secretary substitute accounts to the non-capital equipment account. These transfers will provide for the purchase of additional computers and software for the classroom and other needed classroom equipment. Two office computers were purchased because one computer broke down and there was a great need for an additional office computer.

Since both noon supervision and substitute costs proved less than originally estimated, Pierce Elementary School is requesting a transfer of funds from the noon/bus supervision and the teacher substitute accounts. These funds will allow for the purchase of supplementary reading materials, math manipulatives, office furniture, and additional equipment. They will also be able to complete some additional secretarial work.

Roosevelt Middle School is requesting a transfer of funds from the regular teachers as substitutes and building operations accounts, to the additional equipment-specialty and minor building modifications accounts. These accounts will have a surplus and a transfer of funds will make possible a door buzzer/switch plate security system. Funds will also be used to replace deteriorated cafeteria tables and chairs, library furniture, and a scrapped auditorium spotlight.

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

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

The Exceptional Education and Supportive Services program budgets, funded at $55.6 million, are projected to be in balance at year-end. However, funding variances are expected to result in a surplus in the Early Childhood program and deficits in the Physically Handicapped, Emotionally Disturbed and Cognitive Disabilities programs.

A fund transfer between programs is requested at this time to eliminate these projected deficits. No additional funding is required from non-exceptional education accounts to accommodate this action. A fiscal note detailing the transfers has been made a part of the minutes of your Commttee's meeting of May 13, 1993.

Your Committee recommends that funds be transferred from the Early Childhood budget to offset projected deficits in the Physically Handicapped, Emotionally Disturbed and Cognitive Disabilities budgets.

* * * * *

(ITEM 11) The Secretary-Business Manager advised your Committee that the department of Business Support Services was requesting a fund transfer a s follows:

Unit	Amount	From	To	Rationale
Business Support Services	$6,100	Salaries	Equipment	The retirement of two secretaries in Purchasing Services has created a huge clerical backlog in the department. The retirees' positions have been eliminated form next year's budget. The department's only computer is shared by 14 persons.

Your Committee recommends that the fund transfer be authorized.

* * * * *

(ITEM 12) The Secretary-Business Manager advised your Committee that:

> Pupil transportation expenditures are projected to exceed the budget by $256,523. This is due mainly to an increase in ridership at the middle school level (+9%), expanded services for exceptional education and alternative programs, and an unplanned 3% increase in Milwaukee county Transit Service fares after January 1, 1993. Funds are available in the health insurance account to provide for these increases.

Your Committee recommends that $256,523 be transferred from the health insurance account to the appropriate accounts in the pupil transportation budget.

* * * * *

(ITEM 13) The Superintendent advised your Committe that:

> The settlement of a grievance requires sum sufficient funding of tuition reimbursement for the Administrators' and Supervisors' Council members. There is currently an outstanding liability of $130,252 in tuition reimbursement requests for members of the Council a which we are obligated to pay. Funds are available in the Hospital and Surgical Insurance account to pay these requests. It is estimated that the total amount needed through June 30 of this year will be $150,000.

Your Committee recommends that $150,000 be transferred from the hospital and surgical insurance account to the ASC tuition reimbursement account.

* * * * *

(ITEM 14) The Secretary-Business Manager advised your Committee that:

> At its meeting on April 26, 1993 (Proc., p. 3), the Board received a communication from the Community Relations-Social Development Commission regarding their second quarter billing of $39,250. As of the month ending April 30, 1993, the Milwaukee Public Schools have no outstanding claims with the CR-SDC.

Your Committee recommends that $39,250 be paid to the Community Relations-Social Development Commission for the second quarter billing.

* * * * *

(ITEM 15) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters. These reports have been made a part of the minutes of your Committee's meeting of May 13, 1993.

A. Progress Report on the Capital Improvement Program.

B. Statement of Revenues:

> The Superintendent submitted the following Statement of Revenues for the month ending April, 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$562,461,086	$7,447,341	$569,908,427	$425,542,121	$144,366,306	74.7%
Categorically Aided	48,799,303	9,689,797	58,489,100	37,430,463	21,058,637	64.0%
School Nutrition	23,083,231	128,511	23,211,742	17,649,225	5,562,517	76.0%
Construction	22,800,000	5,000,070	27,800,070	7,867,352	19,932,718	28.3%
Extension	6,266,245	47,958	6,314,203	5,351,861	782,342	87.6%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses for the month ending April 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$562,461,086	$7,447,341	$569,908,427	$438,064,290	$131,844,137	76.9%
Categorically Aided	48,799,303	9,689,797	58,489,100	42,754,351	15,734,749	73.1%
School Nutrition	23,083,231	128,511	23,211,742	18,639,641	4,572,101	80.3%
Construction	22,800,000	5,000,070	27,800,070	9,717,895	18,082,175	35.0%
Extension	6,266,245	47,958	6,314,203	4,735,537	1,578,666	75.0%

(1) Represents 1991-1992 appropriations carried over to the 1992-1993 fiscal year and Board approved transfers during the 1992-1993 fiscal year.
(2) Encumbrances and expenditures included through April 30, 1993 and payrolls through April 23, 1993.

D. Monthly Expenditure Control Report.

* * * * *

Separate consideration having been requested of Items 2, 3, 5, 7, 8 and 9, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2 of the report relating to a contract with Innovative Media Services having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Johnson moved to amend the report to add the provision that when the current contract expires, it should be let out for bid.

The amendment was adopted by unanimous consent.

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

Ayes—Directors De Bruin, Johnson, Lucey, Mallory, Mitchell, Small, and President Bills—7.

Noes—None.

Temporarily absent—Directors O'Neil and Sinicki—2.

Item 3 of the report, relating to authorization to make purchases, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Johnson requested separate roll calls on the various contracts.

The question being on approval of contracts B5128, B5129, and B5130, the contracts were approved, the vote being as follows:

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

Noes—None.

The question being on approval of RFP 0184, it was approved, the vote being as follows:

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

Noes—Director Johnson—1.

Voting "present"—Directors Mallory and Sinicki—2.

The question being on approval of contracts SS060, SS061 and SS062, the contracts were approved, the vote being as follows:

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

Noes—Director Johnson—1.

The question being on approval of contracts SS065 and SS066, the contracts were approved, the vote being as follows:

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

Noes—None.

Item 5 of the report relating to suspension of Board Rules to allow Malcolm X Academy to conduct fund raising activities having been set aside for separate consideration, Director Johnson moved to suspend Board Rules and adopt the report.

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

Ayes—9; Noes—0.

Item 7 of the report relating to joining the Financing Our Children Coalition having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Mallory moved the following substitute:

Your Committee recommends that the Board join the Financing Our Children Coalition to pursue ~~legal and~~ legislative remedies for equitable school financing and provide relief to the property taxpayer on a statewide basis.

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

Ayes—9; Noes—0.

Item 8 of the report, relating to a policy to organize all future elementary or middle schools as K-8 schools, having been set aside for separate consideration, Director Lucey moved to refer the report back to committee.

Director Mitchell moved the following substitute:

That in the future K-8 schools be considered in any facility plan or assignment plan and that the administration work with school communities who wish to consider reorganizing their present elementary or middle schools into K-8 schools.

The substitute prevailed, the vote being as follows:

Ayes—Directors Mallory, Mitchell, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin, Johnson, Lucey and O'Neil—4.

The Board recessed from 10:50 to 11:00 PM.

Item 9 of the report, relating to fund transfers requested by schools, 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, Mallory, Mitchell, O'Neil, Sinicki, Small, and President Bills—8.

Noes—None.

Voting “present”—Director Johnson—1.

SPECIAL COMMITTEES

The Interim Secretary-Business Manager presented twelve expulsion orders of the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Mallory moved to accept the reports of the Independent Hearing Panel of April 27, 1993; May 5, 1993; May 6, 1993 at 9:00 and 11:00 AM; May 10, 1993; May 11, 1993; May 13, 1993 at 9:00 and 11:00 AM; May 18, 1993 at 9:00 AM and 2:30 PM; and May 19, 1993 at 9:00 AM and 2:30 PM.

The motion prevailed, the vote being as follows:

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

Noes—None.

UNFINISHED BUSINESS

At its meeting on April 26, 1993 the Board held over the appointment of delegates for the Compact for Educational Opportunity, MERO and the Operations Committee to the regular May Board meeting.

The Interim Secretary-Business Manager presented the following list of appointments developed by the Board President and the Superintendent:

May 26, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

The Settlement Agreement requires that the Board of School Directors annually appoint its representation on the several committees under the Settlement Agreement. The Board President and the Superintendent have prepared the following list of recommended candidates:.

1. The following staff members be appointed to the Coordinating Council:

Howard Fuller	Janie Hatton, Alternate
Ronald Vavrik	C. Edward Lawrence, Alternate
Robert Jasna	Tom McGinnity, Alternate
Betty Nicholas	Gordon Schuetz, Alternate
Michael Turza	Denise Callaway, Alternate
Barbara Horton	Larry Lenox, Alternate
Aquine Jackson	
Olga Valcourt-Schwartz	

2. The following staff members be appointed to the Operations Committee:

Ronald Vavrik
Robert Jasna
Aquine Jackson

3. The following staff members be appointed to MERO (Minority Employment Recruiting Office):

Barbara Horton
Olga Valcourt-Schwartz

4. Board members be appointed to the various committees in the numbers indicated:

a. Coordinating Council - 4 Board members - Directors Lucey, DeBruin, Mitchell, Sinicki
b. MERO - 1 Board member - Director DeBruin
c. Ombudsperson Oversight Committee - l Board member - Director Mitchell

5. That the Board appoint the Milwaukee Public Schools Board President Vice-Chair of the Coordinating Council.

Respecfully submitted,

Ronald J. Vavrik
Interim Secretary-Business Manager

Director Small moved to approve the appointments.

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

Ayes—9; Noes—0.

NEW BUSINESS

President Bills presented an informational report on the proposal for a four and one-half day pupil week.

COMMUNICATIONS AND PETITIONS

The Interim Secretary-Business Manager presented the following Communications:

Two Communications from the Milwaukee Building and Construction Trade Council regarding prevailing wage rates and fringe benefits.

Referred to the Committee on Personnel and Negotiations.

RESOLUTIONS

By Director De Bruin:

WHEREAS, The Milwaukee Public Schools at present, performs a criminal background check on applicants for employment that is limited in scope; and

WHEREAS, Milwaukee Public Schools has an obligation to take reasonable steps to insure the safety and well-being of its students and employees; and

WHEREAS, The growth of technology has created additional and expedient means for determining whether a potential employee or employee has any previous criminal background; therefore, be it

RESOLVED, That the administration is directed to review and report to the Personnel and Negotiations Committee of the Board (1) the current procedures for investigating the criminal background of applicants for employment and employees; (2) additional steps, including checks of computerized data bases, that could be taken to more completely check the criminal background of applicants; and (3) the costs associated with such checks; and be it

FURTHER RESOLVED, That the administration determine and report to the Personnel and Negotiations Committee of the Board whether the Milwaukee Public Schools has legal authority to impose an employment application fee, either generally or as a final step in the approval of an applicant for employment, adequate to cover the costs associated with background checks; and be it

FURTHER RESOLVED, That the Personnel and Negotiations Committee of the Board recommend such improvements in the Milwaukee Public Schools criminal background check procedures as it determines will improve the completeness of such checks at a reasonable net cost to the Milwaukee Public Schools.

Referred to the Committee on Personnel and Negotiations.

By Director Lucey:

WHEREAS, The Milwaukee Public Schools has followed a policy of permitting individual female students to participate in traditionally male sports such as football and wrestling; and

WHEREAS, Male students have expressed an interest in participating in sports that the Milwaukee Public Schools currently offer exclusively to females, such as volleyball; now, therefore, be it

RESOLVED, That the Administration review all policies regarding gender-based restrictions on participation in sports programs offered by the Milwaukee Public Schools, to assure that any such restrictions are fair and appropriate.

Referred the the Committee on Personnel and Negotiations.

By Director O'Neil:

WHEREAS, The public, the press, and city officials often describe the Milwaukee Public Schools' administration as being a bloated bureaucracy, and

WHEREAS, The Milwaukee Public Schools is continually being alleged to be top heavy with administrative personnel, and

WHEREAS, The Milwaukee Public Schools' administration often answers these allegations by stating that MPS operates with less administrative personnel per department than most other local governmental agencies, and

WHEREAS, The Superintendent states that over the last two years administration has been decreased by approximately 13%, and

WHEREAS, The District has no clear definition of an administrator; therefore,

BE IT RESOLVED, That the Board of School Directors with the Superintendent, or his designee, engage in a work session for the purpose of clearly setting forth a precise definition of an administrator; the classification of administrator being dependent on the employee's job description and the services that the employee provides to our school children, and

BE IT FURTHER RESOLVED, That the classification of administrator include directors of departments, principals, assistant principals, supervisors and other levels of management based on their positions and job descriptions.

Referred the the Committee on Personnel and Negotiations.

By Director Sinicki:

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 up to 30% of alternative education seats, and

WHEREAS, MPS currently contracts out less than 10% of 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 356 part-time students, and

WHEREAS, Hayes School, with a capacity of up to 500 students, is currently serving 97 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 the neighborhoods, and

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

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 house at Hayes; and, be it

FURTHER RESOLVED, That the additional space gained at Hayes be used to reduce the overcrowding at Lincoln Avenue and Riley Schools; and, be it

FURTHER RESOLVED, That funds be included in the 1993-94 budget for start-up costs to reopen Kilmer as a Montessori school serving children from K3 through grade 5 in the 1993-94 school year.

Referred to the Committee on Finance and Facilities.

By Director Small:

WHEREAS, The number of seats for alternative education students needs to be increased in order to provide an alternative education program for those students who cannot succeed in a traditional classroom setting, and

WHEREAS, Additional alternative education program seats are also required so that students returning from correctional institutions can receive the special services needed prior to being placed in a traditional classroom setting, and

WHEREAS, The current capacity of MPS buildings does not allow the District to meet the needs of all alternative education students, and

WHEREAS, Evening programs could be established in MPS buildings at a cost lower than the current day program cost; therefore, be it

RESOLVED, That special evening alternative education programs be developed and staffed by MPS teachers in MPS buildings for students who cannot succeed in a traditional classroom setting and for those students returning from correctional institutions, and be it

FURTHER RESOLVED, That students assigned to these programs remain in the program for a minimum of one year, with the understanding that documented progress would result in reintegration into a regular school.

Referred to the Committee on Finance and Facilities.

By President Bills:

WHEREAS, The goals of the Milwaukee Board of School Directors are to increase achievement significantly, provide equity and ensure fiscal responsibility; and

WHEREAS, The governor's budget calls for a property tax freeze which will result in some form of cost controls; and

WHEREAS, The public financial support of education depends on improving student achievement; and

WHEREAS, Improving education depends upon focused staff development compatible with Board goals; and

WHEREAS, Staff development is presently a hodge-podge of costly, hit or miss, pull-out efforts during the school day, after school and on weekends; and

WHEREAS, Pull-out programs do not provide for continuity in education for students or team-building for schools; and

WHEREAS, The way student contact time and professional development time is used is more important than the time itself; and

WHEREAS, Successful decentralization to a system of schools will require accountability at the school level; and

WHEREAS, Board and district initiatives such as the K-12 teaching and learning goals, closing the gap, eliminating tracking, technology and school-to-work require extensive and ongoing staff development; and

WHEREAS, Budget constraints should not stand in the way of needed reforms; and

WHEREAS, The Milwaukee Board of School Directors should take leadership in providing the education model for life-long learning through on-going professional development; now, therefore, be it

RESOLVED, That the administration be directed to develop an ongoing and focused professional development plan within budget constraints that will be evaluated after one year.

Referred to the Committee on Instruction and Community Relations.

At this point, Vice-President Mallory assumed the chair.

President Bills moved to suspend Board rules and adopt the following resolution:

By President Bills:

RESOLVED, That the Milwaukee Board of School Directors request the Legislative Audit Bureau to conduct an audit of Milwaukee Public Schools Exceptional Education Programs; and be it

FURTHER RESOLVED, That MPS representatives be authorized to determine the scope of the audit in cooperation with the appropriate representatives of the Legislative Audit Bureau.

Director Lucey requested separation of the question.

The question being on suspension of Board Rules to consider the resolution, the motion failed for lack of a two-thirds majority:

Ayes—Directors O'Neil, Sinicki, Small, President Bills and Vice-President Mallory—5.

Noes—Directors De Bruin, Johnson, Lucey and Mitchell—4.

The resolution was referred to the Finance and Facilities Committee.

The Board adjourned at 11:33 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	379	401		3	613	12	81	64	7		780
K3	503	305		6	492	39	59	185	27		808
PK	168	100		2	172	1	21	69	3		268
K4	2063	1904		29	2067	175	410	1199	87		3967
K5	4333	4003		99	4817	313	895	2075	137		8336
01	4920	4617		108	5752	383	1011	2173	110		9537
02	4411	4030		97	5023	329	906	1990	96		8441
03	4125	3972		94	4786	332	854	1951	80		8097
04	4002	3872		74	4642	332	885	1862	79		7874
05	3887	3712		98	4380	295	808	1934	84		7599
06	3801	3582		93	4438	265	772	1746	69		7383
07	3742	3573		95	4434	238	747	1731	70		7315
08	3255	3431		76	4037	217	722	1567	67		6686
09	3891	3862		118	4465	201	864	2035	70		7753
10	3119	3186		71	3477	207	650	1833	67		6305
11	2278	2480		57	2413	175	441	1613	59		4758
12	1547	1945		39	1812	140	334	1336	41		3702
13	4	1						5			5
Invalid		1			1						1
TOTAL	50638	48977		1159	57821	3654	10460	25368	1153		99615

Total Active Detached..... 77 (Included above) Total Suburban Transfers—5700
Total Inactive..... 351 (Not included above) Head Start—92

Brown Deer	171	Glendale/River	124	Mequon-Thiensville	215	St. Francis	126
Cudahy	259	Hills	247	New Berlin	106	Wauwatosa	840
Elmbrook	273	Greendale	282	Nicolet	141	West Allis	343
Fox Point	139	Greenfield	67	Oak Creek	272	Whitefish Bay	373
Franklin	382	Hamilton	83	Shorewood	293	Whitnall	256
Germantown	38	Maple Dale-Indian Hills	313	South Milwaukee	357		
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1426	75.5	126.3	5.0	Milwaukee Tech	1681	78.5	137.9	4.0
Custer	1111	67.6	102.6	5.0	North Division	853	67.1	88.2	4.0
Hamilton	1670	78.8	142.0	5.0	Pulaski	1360	69.2	112.6	5.0
Juneau	794	81.2	76.8	3.0	Riverside	1366	81.3	121.9	5.0
King	1168	88.1	84.7	4.0	South Division	1583	69.1	159.3	5.0
Madison	1151	71.3	114.5	5.0	Vincent	1281	69.0	108.1	5.0
Marshall	1089	88.1	109.9	5.0	Washington	1492	78.2	136.6	5.0
MHSA	789	90.4	73.3	3.0	TOTAL	18814	76.6	1694.7	68.0
MIDDLE SCHOOLS									

Audubon	935	85.6	84.2	3.0	Muir	955	85.6	87.0	4.0
Bell	880	85.4	79.7	3.0	Parkman	535	84.0	54.8	3.0
Burroughs	881	86.4	82.3	4.0	Robinson	509	91.1	51.7	2.0
Edison	847	85.7	84.2	3.0	Roosevelt	605	91.3	52.0	3.0
Fritsche	991	88.8	91.8	4.0	Sarah Scott	620	84.7	61.0	3.0
Grand Avenue	613	85.9	66.5	3.0	Sholes	802	84.3	78.1	3.0
Kosciuszko	704	80.3	81.5	4.0	Steuben	916	89.6	73.0	4.0
Lincoln	615	83.8	55.5	3.0	Walker	792	82.8	76.0	3.0
Malcolm X	613	82.8	61.1	3.0	Webster	982	86.6	85.2	4.0
Acad	483	85.9	47.1	3.0	Wright	742	88.2	69.4	3.0
Milw.Ed.Center	1190	92.8	85.9	4.0	TOTAL	16210	86.5	1508.0	69.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	374	90.1	24.1	1.0	Humboldt Park	607	92.5	41.4	2.0
Allen Field	1004	91.7	79.9	2.0	Irving	669	89.3	51.7	2.0
Auer	612	89.4	63.4	2.0	Kagel	381	94.5	42.9	1.0
Barton	582	93.5	37.0	2.0	Keefe Av.	629	89.5	65.4	2.0
Brown Street	529	91.4	70.6	2.0	Kilbourn	411	92.8	40.1	1.0
Browning	423	90.4	38.3	1.0	Kluge	564	90.5	45.2	2.0
Bruce	527	91.7	39.5	2.0	LaFollette	635	90.8	62.4	2.0
Bryant	609	89.2	40.7	2.0	Lancaster	566	93.7	38.4	2.0
Burbank	559	90.0	32.7	2.0	Lee	596	89.5	58.2	2.0
Burdick	484	89.6	46.4	1.0	Lincoln Av.	665	89.7	43.4	2.0
Carleton	480	93.8	33.7	1.0	Lloyd St.	541	92.6	41.2	2.0
Cass	609	88.7	50.5	2.0	Longfellow	631	95.8	44.3	2.0
Clarke	491	89.7	50.6	2.0	Lowell	302	90.2	19.5	1.0
Clemens	431	91.9	33.0	2.0	MacDowell	526	92.4	41.5	2.0
Clement	448	92.6	33.7	1.0	Manitoba	345	96.4	49.9	2.0
Congress	490	91.1	30.5	2.0	Maple Tree	530	93.9	32.4	2.0
Cooper	414	89.8	31.2	1.0	Maryland Av.	340	91.6	27.8	1.0
Curtin	353	93.1	26.4	1.0	McNair	292	90.8	26.7	1.0
Doerfler	673	92.4	33.5	2.0	Meir	244	95.3	19.8	1.0
Douglass	296	94.5	24.9	1.0	Milw.Im.French	379	92.6	28.4	1.0
Dover	608	90.8	53.0	2.0	Milw.Im.German	525	95.2	43.2	2.0
Dr. King	527	89.9	76.0	2.0	Milw.Im.Spanish	517	94.1	38.8	1.0
Eighty-first	474	91.0	29.6	1.0	Mitchell	772	90.7	53.0	2.0
Elm	575	95.3	41.7	1.0	Morgandale	605	93.6	48.7	2.0
Emerson	279	91.4	24.5	2.0	Multilingual	346	91.3	36.3	1.0
Engleburg	501	93.4	39.8	2.0	Neeskara	418	94.4	37.4	1.0
Fairview	536	91.9	54.1	2.0	Ninety-fifth	334	92.1	26.3	1.0
Fernwood	461	86.7	33.9	2.0	Palmer	646	89.4	62.1	2.0
Fifty-third	396	95.0	32.3	1.0	Parkview	418	90.6	30.2	1.0
Forest Home	926	91.9	74.2	2.0	Philipp	349	90.6	29.8	1.0
Franklin	579	92.3	57.8	2.0	Pierce	552	90.5	61.2	2.0
Fratney	377	93.9	42.7	1.0	Riley	660	94.5	47.5	2.0
Gaenslen	731	87.7	86.6	2.0	River Trail	353	90.3	25.5	1.0
Garden Homes	505	91.3	44.4	2.0	Seventy-eighth	557	91.3	44.7	2.0
Garfield	431	94.9	37.8	1.0	Sherman	585	95.7	38.3	2.0
Garland	366	88.9	23.9	1.0	Siefert	602	92.1	54.8	2.0
Goodrich	443	93.4	28.2	2.0	Silver Spring	375	89.6	28.9	1.0
Grant	595	93.7	38.0	2.0	Sixty-fifth	365	92.2	29.7	1.0
Grantosa	636	93.1	49.9	2.0	Starms	397	89.2	37.0	1.0
Granville	421	89.8	32.6	2.0	Story	503	93.3	45.2	2.0
Green Bay Av.	557	91.8	58.2	2.0	Stuart	331	93.3	26.8	1.0
Greenfield	390	95.3	33.1	1.0	Thirty-eighth	561	93.5	37.3	2.0
Hampton	589	91.5	40.7	2.0	Thirty-fifth	338	91.9	23.6	1.0
Happy Hill	502	91.3	31.4	2.0	Thirty-first	478	93.9	38.5	2.0
Hartford	609	93.0	41.6	2.0	Thirty-seventh	533	86.4	49.7	2.0
Hawley	334	93.3	23.3	1.0	Thoreau	712	92.2	52.2	2.0
Hawthorne	353	92.1	24.5	2.0	Thurston Woods	352	90.3	29.6	1.0
Hi-Mount	467	90.8	27.5	1.0	Tippecanoe	241	93.3	18.5	1.0
Holmes	736	87.3	79.4	2.0	Townsend	518	94.7	37.0	1.0
Honey Creek	340	95.3	26.9	1.0	Trowbridge	364	89.7	33.4	1.0
Hopkins	757	89.6	60.0	2.0	Twenty-first	584	93.0	49.5	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	646	88.9	57.4	2.0	Whitman	406	89.8	37.0	1.0
Urban Waldorf	294	89.9	28.9	1.0	Whittier	207	94.0	12.3	1.0
Victory	477	93.6	40.5	2.0	Wisconsin Av.	687	92.1	46.7	2.0
Vieau	634	93.3	63.8	2.0	Zablocki	607	95.4	50.0	2.0
Wheatley	724	90.8	61.8	2.0	TOTAL	55815	91.8	4601.9	176.0
OTHER SCHOOLS									
Ameila Baker	81	65.3	6.0	1.0	Manitoba Ortho.	134	89.0	.0	.0
Craig	136	78.3	58.0	1.0	Phoenix Alt. HS	121	61.1	10.5	1.0
Demmer	92	50.6	6.2	.0	Pleasant View	106	77.0	44.0	1.0
Hayes	99	59.1	40.0	1.0	Sixty-eighth	204	46.4	15.3	1.0
Kilmer	371	79.4	20.3	1.0	Stay	106	55.6	9.3	1.0
Lady Pitts	224	49.4	33.5	1.0	Commun. Based	1122		33.0	.0
Lapham Park	145	74.1	16.5	1.0					
Lavarnway	43	86.8	7.2	1.0	TOTAL	2984	68.4	299.8	11.0
					MPS TOTAL	93823	87.2	8104.4	324.0

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	40	1	2336	36	29	0	401	5	968	20	41	0	3815	62	3877
Emotion. Dist.	25	2	1403	55	3	0	120	6	494	27	26	1	2071	91	2162
Autistic	1	0	74	4	1	0	4	1	44	1	2	0	126	6	132
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	38	47	0	0	7	9	14	43	0	1	60	100	160
Physically Hdcp.	4	0	311	61	18	3	72	7	210	38	8	2	623	111	734
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	104	23	19	2	20	7	95	18	10	0	251	50	301
Mentally Ret.	12	3	1456	219	16	10	159	27	369	110	14	3	2026	372	2398
Speech/Languag	42	23	2187	1439	48	46	339	265	1106	714	39	42	3761	2529	6290
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	128	29	7909	1884	134	61	1122	327	3300	971	140	49	12733	3321	16054
Ethnic Totals	157		9793		195		1449		4271		189		16054		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 28, 1993

Special meeting of the Board of School Directors called to order by President Bills at 1:30 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki and President Bills—5.

Absent—None.

The Interim Secretary-Business Manager read the following call of the meeting:

May 25, 1993

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 Friday, May 28, 1993 at 1:00 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 strategic planning issues relative to Village Partnerships and Board Governance.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c) and (e), may retire to executive session to discuss personnel issues and collective bargaining strategies as they relate to Village Partnerships and Board Governance and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Lucey moved that the Board retire to executive session to discuss personnel issues and collective bargaining strategies as they relate to Village Partnerships and Board Governance.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 1:33 PM.

The Board adjourned from executive session at 4:32 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 9, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:10 PM.

Present—Directors De Bruin, Johnson, Mallory (7:13), Mitchell, O'Neil, Sinicki, Small (7:13) and President Bills—8.

Absent and excused—Director Lucey—1.

The Interim Secretary-Business Manager read the following call of the meeting:

June 7, 1993

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, June 9, 1993 at 7:00 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 Board Governance issues, including, but not limited to staff assignments to the Office of Board Governance.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c), may retire to executive session to discuss personnel issues as these personnel issues relate to the staffing of the Board Governance Office and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mitchell moved that the Board retire to executive session to discuss personnel issues as these personnel issues relate to the staffing of the Board Governance Office.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Mitchell, O'Neil, Sinicki and President Bills—6.

Noes—None.

The Board retired to executive session at 7:12 PM.

The Board adjourned from executive session at 9:29 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 21, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:15 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson, Mallory and Mitchell—3.

The Interim Secretary-Business Manager read the following call of the meeting:

June 18, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a worksession of the Board of School Directors will be held at 6:00 PM, Monday, June 21, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of developing strategies relative to better Board governance.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c), reserves the right to retire to executive session as these discussions relate to personnel issues.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Sinicki left at 7:13 PM.

After discussion on strategies relative to better Board givernance, Director Small moved that the Board retire to executive session to discuss personnel issues related to Board governance.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:58 PM.

The Board adjourned from executive session at 8:17 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 22, 1993

Special meeting of the Board of School Directors called to order by President Bills at 8:11 PM.

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

Absent and excused—Director Mitchell—1.

The Interim Secretary-Business Manager read the following call of the meeting:

June 18, 1993

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 8:00 PM, Tuesday, June 22, 1993 in the Auditorium 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small 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, Mallory, O'Neil, Sinicki, Small and President Bills—7.

Noes—None.

Voting “present”—Director Johnson—1.

The Board retired to executive session at 8:13 PM.

The Board adjourned from executive session at 8:33 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 23, 1993

Special meeting of the Board of School Directors called to order by Vice-President Mallory at 7:04 PM.

Present—Directors De Bruin, Johnson, Lucey, Mallory, Mitchell, O'Neil, Sinicki (7:07), Small and President Bills (7:35)—9.

Absent—None.

The Acting Assistant Secretary-Business Manager read the following call of the meeting:

May 27, 1993

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 7:00 PM, Wednesday, June 23, 1993 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of giving public hearing on the proposed 1993-94 School Operations, Construction and Extension Fund Budgets.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mitchell moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the proposed 1993-1994 School Operations, Construction and Extension Fund budgets.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil, Small and Vice-President Mallory—7.

Noes—None.

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

The Board rose from the Committee of the Whole at 9:10 PM.

Vice-President Mallory, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the proposed 1993-1994 School Operations, Construction and Extension Fund budgets as required under section 119.16 (8) (a), Wisconsin Statutes.

The Board adjourned at 9:13 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 7:17 PM.

Present—Directors De Bruin, Johnson (7:20), Lucey, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—9.

Absent—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

June 30, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Injury filed against the Milwaukee Board of School Directors; Alexander Hamilton High School; and Dr. Howard Fuller, Superintendent of Schools by Mr. Barry Cymerman, attorney, on behalf of Lyle Krueger II, a minor, and his mother, Jacqueline Krueger, for injuries allegedly sustained by Lyle Krueger II at the Hamilton High School on November 6, 1990.

   Claim is made in the sum of $100,000.

2. Notice of Claim and Claim for Personal Injury filed against the Board of School Directors City of Milwaukee School Board, by Mr. Walter Paget, attorney, on behalf of Gary Lee Robinson, a minor, who allegedly sustained injury at the Rufus King High School on February 11, 1993.

   Claim is made in excess of $50,000.

The CNA Insurance Company which was the carrier of the Board's general comprehensive liability insurance at the time that the alleged injury occurred in claim 1 has requested that the Board disallow this claim. Wausau Insurance Companies which is the Third Party Administrator which currently handles the liability claims filed against the district, has requested that claim 2 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, it they so desire.

Respectfully submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

(above-mentioned documents attached)

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

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

June 30, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

As a part of developing the proposed 1993-94 budget, the administration has communicated to the Board positions that have been identified for elimination. Based on the identification of positions to be eliminated, the administration has proceeded with the necessary steps to issue notices of reduction in rank and layoff.

Commencing on June 1, 1993, employees who have been identified for reduction in rank or layoff were notified of such fact by way of certified mail. Employees were informed in said notification that the layoff or reduction in rank was effective July 1, 1993, or thirty (30) days from the date of the layoff notice, if the layoff notice was dated after June 1, 1993. This action was taken by the Superintendent on behalf of the Board in order to satisfy notice requirements.

In order to avoid any questions on this point at a later time, I hereby request that the Board ratify the Superintendent's prior action with the same effect as though done June 1, 1993.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Mallory moved to ratify the Superintendent’s prior action with the same effect as though done June 1, 1993.

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

Ayes—8; Noes—0.

(Item 2)

June 30, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

I am presenting for your consideration two amendments to the 1993-94 Proposed Budget as amended by the Budget Committee on June 28,m 1993. These two amendments are the result of 1) a memorandum of understanding that was signed with Local 950, AFL-CIO and 2) the receipt of final information on the 1993-984 city pension fund contribution.

Amendment #1—Memorandum of Understanding

On June 18, 1993, the Milwaukee Board of School Directors and Local 950 AFL-CIO entered into the attached memorandum of Understanding concerning layoff notifications issued to impacted employees on May 26, 1993. This agreement will necessitate a realignment of position authority in the Department of Facilities and Maintenance Services as follows:

Position	From	To	Change
Boiler Attendant Trainee	0.00	40.00	40.00
Boiler Attendant	79.00	65.00	(14.00)
Building Service Helper II	83.00	60.00	(23.00)
Building Service Helper I	305.49	467.49	0.00
Total	467.49	467.49	0.00

The total position authority and required funding is unchanged from the proposed budget. What this means is that Local 950 employees agreed to establish a lower pay classification in status in order to save positions.

Amendment #2—Restoration of Various Programs and Accounts and Reduction in the City Classified Pension Contribution.

On June 24, 1993, I presented you with information that the amount budgeted for the classified pension (city) contribution could be reduced by $1 million. This reduction resulted from new actuarial assumptions and a prolonged period of better than anticipated investment returns. We received notification of this reduction verbally from the Employees' Retirement System.

On June 28, 1993, the City of Milwaukee Annuity and Pension Board approved the new assumptions and we were notified in writing that the MPS contribution could be reduced by an additional $1 million.

Because of this reduction, we are able to propose amendments to restore various programs and accounts.

Adjustment to Actual Pension Contribution

Reduction of the classified pension (city) account based on action by the City of Milwaukee Annuity and Pension board on June 28, 1993	($1,000,000)

Restoration of Various Programs and Accounts

Restoration of 17 (30 hour) elementary school general aides	125,930
Restores the Birth to Three, exceptional education program	78,000
Reduces across-the-board reduction for exceptional education from 2.64% to 1.67%	575,870
Restores monies for the trade and technology textbook adoption for the general building construction class	20,200
Restores dollars to the District Contingency Fund	200,000
Total	$ 0

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(attachment)

Ordered held for consideration later in the meeting.

JOINT COMMUNICATION

June 30, 1993

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 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 $68,000,000 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

RONALD J. VAVRIK
Interim Secretary- Business Manager

(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, 1993 through June 30, 1994; 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 1993-1994 amount to $267,600,000 and these anticipated school aid revenue payments under sec. 121.15, stats., represent 44.8% of the anticipated revenues for the School Operations Fund for fiscal year 1993-1994; and

WHEREAS, The Milwaukee Public Schools is anticipating the receipt of general aid revenues from the State of Wisconsin in September, 1993; December, 1993; March, 1994 and June, 1994, and specifically in the amount of $93,660,000 in June, 1994; 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 1993-1994; 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 Sixty-Eight Million Dollars ($68,000,000) 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 1993-1994; 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 1994 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 1993-1994 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 Mallory moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of May 5 through May 28, 1993 covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 29339 to 32658, inclusive

Payrolls (net of withholdings)	$16,536,387.86	
Accounts	$36,078,845.80	
		$52,615,233.66

CONSTRUCTION FUND

Accounts, Voucher Nos. 870 to 925, inclusive

Accounts $559,225.35

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1039 to 1127, inclusive

Payrolls (net of withholdings)	$155,363.11
Accounts	$229,601.20
	$384,964.31
TOTAL	$53,559,423.32

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being the same as that preceding:

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell presented the following reports for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following reports:

REPORT #1

(ITEM 1) (DOC: 9306P1) 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 employes, the Superintendent and Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions and changes in status. Your Committee recommends that these appointments, promotions and changes in status be, and they hereby are, approved, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Carolyn Edwards Edison	Clerk Typist I $12,551.33/yr. (Replacement for retirement)	05-17-93
Craig Gilbart Ex. Ed. & Supp. Services	Associate School Nurse 05-24-93 $14,675.00/yr. (New position)	
Gloria Hodges Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	05-24-93

Debra Lawson	Associate School Nurse	05-24-93
Ex. Ed. & Supp. Services	$14,675.00/yr. (New position)	

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, cont'd	
Lisa Lemmerhirt	Associate School Nurse	05-24-93
Ex. Ed. & Supp. Services	$14,675.00/yr. (New position)	
Nancy Morrison	Associate School Nurse	05-24-93
Ex. Ed. & Supp. Services	$14,675.00/yr. (New position)	
Tamra Olejniczak	Clerk Typist I	05-24-93
Hartford	$12,551.33/yr. (Replacement for resignation)	
	PROMOTIONS	
Carol Berres	Food Service Manager II	05-06-93
Philipp	$12,666.91/yr.	
Chrystal Cheely	School Secretary I	05-18-93
Lapham Park	$14,356.89/yr.	
Dina Davis	School Secretary I	05-31-93
Walker	$14,356.89/yr.	
Linda S. Martin	Food Service Manager II	05-06-93
Granville	$13,417.11/yr.	
Frances Richards	School Secretary I	05-05-93
Marshall	$14,356.89/yr.	
Dolores Smukowski	School Secretary I	05-31-93
Sholes	$14,356.89/yr.	
Tina St. Charles	Food Service Manager I	05-18-93
North Division	$11,806.56/yr.	
Rebecca Woods	Food Service Manager I	05-18-93
Pleasant View	$11,951.08/yr.	

CHANGES IN STATUS

Debra Burton ¢	School Secretary I	07-19-93
Roosevelt	$18,711.94/yr.	
Linda Lewandowski #	Clerk Typist I	05-05-93
Burbank	$12,551.33/yr.	
Geraldine Lewis-Smith ¢	School Secretary I	06-21-93
Elem. & Sec. Education	$16,599.55/yr.	

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, cont'd.	
Lorie Lorum # Alcott	Clerk Typist I $12,551.33/yr.	05-31-93
Vernita Williams * Wright	School Secretary I $18,240.44/yr.	06-01-93
Grace Zimmerman # Madison	Clerk Typist I $12,551.33/yr.	05-18-93

¢ From a 10 month to a 12 month position
From substitute to regular
* From a 12 month to a 10 month position

* * * * *

(ITEM 2) (DOC: 9306P2) Your Committee recommends that the following individuals be, and they hereby are, appointed to the teacher classifications indicated, effective as of the dates indicated.

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between January 14, 1993, and January 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Linda L. Mucha Elementary/Gr. 5	B	25,424	2.1	January 25, 1993
	Effective between May 5, 1993, and May 17, 1993, inclusive:				
(r)	Kevin L. Czmowski Indian Science Resource	B	23,113	0	May 12, 1993
	Effective September, 1993, payroll:				
(r)	Laura L. Bastian Elementary	B	24,268	1	September, 1993
(nr)	Laura J. Birdsall Elementary/Waldorf	B	23,113	0	September, 1993
(nr)	Mark D. Birdsall Elementary/Waldorf	C	26,117	0	September, 1993
(nr)	Linda G. Williams Elementary/Waldorf	C	35,259	7	September, 1993

(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

* * * * *

(ITEM 3) (DOC: 9306P3) Your Committee recommends that the following individuals be, and they hereby are, promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	George Kazel	Principal Auer Avenue Elementary School	Schedule III, Range 13D $59,118
(r)	Catherine LaFond	Principal Neeskara Elementary School	Schedule III, Range 13D $58,429
(r)	Beverly Conner	Principal River Trail Elementary School	Schedule III, Range 13D $59,658
(r)	Bobby G. Johnson	Principal Townsend Elementary School	Schedule III, Range 13D $59,118
(r)	Patrick Rehl	Principal Whitman Elementary School	Schedule III, Range 13D $53,622

(r) Resident

The Superintendent advised your Committee of the following administrative reassignment:

	From	To
Steven Huffman	School Administrative Specialist School Administrative Support and Accountability	Principal Greenfield Elementary School

* * * * *

(ITEM 4) (DOC: 9306P4) Your Committee recommends the reappointment of the following probationary teachers, teacher-librarians, principals, assistant principals, and members of the support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Agee, Jeri E.
Akida, Heather B.
Allison, Jerry L.
Barkdull, Cynthia J.
Basile, Theresa Marie
Befi, Mary A.
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.
Edwards, Mary Jo
Eisch, David A.
Faust, Jodie J.
Fitzgerald, Kathleen H.
Flaherty, Michael T.
Flora, Carol B.
Fredelake, Colleen A.
Gensmer, Lisa R.
Gentile, Sara H.
Ginger, Lisa M.
Haberlie, Jo Ellen K.
Johnson, Bobby L.
Johnson, Steven O.
Jones, Joseph
Karvelas, Gregory S.
Knight, Judith A.
Kolwitz, Jeanne T.
Krieg, Deanna M.
Kulak, Kristina M.
Kyles, Frederick R.
Lawson, Fannie M.
Lawson, Susan M.
LeMieux, Michelle D.
Lemmermann, Carol M.
Levine, Melodynee J.
Liston, Darlene D.
Lodes, Steven J.
Lugo, Juan A.
Maas, Ellen M.
McElwee, Ellen M.
McGarry, John F.
McHale, James P.
McKeown, Mary K.
Meronk, Michelle A.
Morones, Michelle A.
Moseley, Cheryl A.
Mosiman, William P.
Mucha, Linda L.
Ness, Kerrie L.
Nickerson, Jack R.
Noldin, Sally R.
Nooyen, Paula J.
Norman, Charles W.
Paradeis, Julie A.
Porosky, Linda J.
Prasse, Carol J.
Rivas, Danilo J.
Ropella, Mark C.
Rosenberger, Mari P.
Rozek, Marick A.
Ruel, Stephanie M.
Ruppert, Jenifer L.
Schmidt, Ruth H.
Schwartz, Kristin M.
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.
Williams, Cheryl L.
Wilson, Shauna D.
Woods, Jr., Larry O.
Worth, Terry D.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two 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.
Amstadt, Susan M.
Anderson, Laura M.
Anderson, Tamara J.
Archbald, Lynne R.
Arts, Kathleen S.
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.
Bernal, Jose G.
Berning, Beckett R.
Berry, Joann I.
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.
Burge, Stacy L.
Burrows, Joyce A.
Calvin, Roger A.
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.
Correll, Amy L.
Cottrell, Kierstin M.
Crawford, Roy L.
Crowe, Lavonne E.
Czech, Sally J.
Dagesse, Francis J.
Dakins, Sheila R.
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.
Downs, Monica E.
Dubey, Sarah J.
Duke, Susan K.
Duske, Annette M.
Dykes, Francyne T.
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.
Forbes, Shari B.
Fosshage, Timothy J.
Foy, Wanda A.
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.
Gomez, Elizabeth M.
Gorecki, James J.
Gourley, Debra D.
Granzow, Kristen L.
Groy, Denee S.
Gruenewald, Kim M.
Haddon, Kevin H.
Hanson, William
Harlow, Renard F.
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.
Hoeltke, Beth J.
Hoffman, Deborah A.
Horn-Price, Kimberly M.
Horton, Dorothy J.
Howell, Willie G.
Howland, Stuart M.
Iding, Bradford A.
Jackson, Carolyn D.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Jackson, Lynette
Jaskie, Christine M.
Jenn, Barbara A.
Jessie-Jones, Linda C.
John, Rebecca R.
Johnson, Erin K.
Johnson, James G.
Johnson, Jerry L.
Johnson, Karin
Johnson, Jr., Wallace D.
Jones, Cheryl L.
Jones, Janie N.
Kalman, Anne M.
Kaminski, Mark A.
Kanter, Shelli A.
Kapp, Jethra J.
Kassulke, Rebecca A.
Kelly, Paula J.
Killins, Jr., Willie D.
Kilton, Shannon L.
King, Maureen M.
Knapp, Mary J.
Knudson, Lisa A.
Knutson, Annette
Kobussen, Nancy A.
Koenig, Kelly S.
Kovar, Kendra L.
Kowalczyk, Thomas R.
Kraemer, Mary C.
Kremer, Mary E.
Kremkau, Diane N.
Kresse, Paul A.
Krey, Steven E.
Kruse, Julie 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
Lepold, Jane E.
Lerner, Kathryn W.
LeSage, Pierre E.
Leszcynski, Susan A.
Liston, Zamerian H.
Lloyd, James A.
Luckman, Marietta F.
Ludwig, Jeanne L.
Lustig, Kathleen R.
Lutzke, Beth M.
Machado, George A.
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.
McCormack, Lynn R.
McKinley, Elnore M.
McWilliams, Stanley W.
Mehl, Nancy A.
Melvin, Trudi C.
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.
Mudlaff, Karen L.
Mueller, Michelle L.
Munch, Shawn
Murray, Daniel D.
Nabors, M. Yolanda
Nehmer, Timothy A.
Neill, Stephen E.
Nemeth, Joy Lyn
Neubauer, Lori A.
Nicholas, Annmarie L.
Nichols, Linda J.
Niedzialkowski, Donna J.
Nusbaum, Robert J.
Orengo, Noel A.
Ortiz, Nannette
Otto, Diane M.
Oulahan, Anne M.
Pacho, Jorge L.
Page, Stephen L.
Palkowski, Donna M.
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.
Price, Martha A.
Puestow, Beth A.
Purgill, Doreen A.
Radloff, Sandra L.
Ragaisis, Deeann V.
Rakowiecki, Michael J.
Rasmussen, Susan N.
Redman, Katherine M.
Redmond, Teresa A.
Rehl, Kathleen A.
Reszel, Roxane R.
Reyes-Webb, Carmen D.
Rhode, Rae A.
Rick, Angela J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Rick, Sheryl L.
Rivas, Evangelista
Rivera, Elsie
Robers, Christina L.
Roemer, Kathleen A.
Rosado, Diane
Runge, Marilyn A.
Runnoe, Vicki L.
Russo, Marc F.
Ruud, Mary H.
Sanchez, John A.
Sanchez, Victoria L.
Santiago, Maria L.
Sauvageau Laura M.
Scallon, Michele A.
Schaewe, Bonnie J.
Schmeling, Jill M.
Schmeling, Linda A.
Schmidt, Michele M.
Schroeter, Kevin L.
Schuster, Nicholas C.
Schwacke, Laura A.
Scruggs, Angelena
Semko, Catherine A.
Shadd, Marjorie A.
Sherman-Colt, Lisa E.
Shipley, Carrie F.
Shive, Marsha G.
Shunk, Pamela K.
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.
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.
Thienes, Mary E.
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.
Wallrath, Elizabeth J.
Walls, Tara L.
Wanta, Carol C.
Warren, Christine H.
Washington, Byron L.
Washington, Rosa M.
Watson, Lisa A.
Watts, Adrienne L.
Webb, Karen M.
Weber, Lori J.
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.
Wycklendt, Lory L.
Yenter-Chavez, Amy J.
Zacher, Jillian K.
Zakowski, Karen M.
Zenisek, Joellyn
Zenobi, Peter J.
Zich, Julie C.
Zimmer, Heather M.
Zwickey, Rhonda L.
Zwolinski, Janet R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Aguado, Linda L.
Albertin, Thomas O.
Bartos, Mary C.
Burleson, Cindy A.
Castillo, Raysa M.
Chico, Maria Del S.
Clamor, Justine B.
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
Ford, Melissa A.
Gafney, Patrick D.
Gatens, Maureen
Gaumond, Carol L.
Hadley, Melanie M.
Hanson, Robin M.
Hartwell, Lizzie M.
Hennessey, Daniel P.
Hoffman-Peter, Francine I.
Holmes, Judith A.
Horigan, Patricia A.
Hulsizer, Natasha M.
Janzen, Cami L.
Karau, Lisa S.
Kaufman, Clare
Kellogg, Noel M.
Kimbrough, Sheila R.
Krekling, Douglas H.
Lamarche, Jeffrey J.
Lambert, Trina J.
Lane, Peggy K.
Larson, Julie E.
Lohman, Charon K.
Long, Anthony T.
Marchese, Jack A.
Markovits, Ruth C.
Martin, Rose M.
Mueller, Deborah M.
Murphy, Kathleen L.
Nasir, Naseer A.
Nohr, Laura J.
Nord, Charlsey Ann Moon
Owen, Teresa A.
Peterson, Nancy A.
Power, Leea N.
Rafaelidys, Robin H.
Ramseur, Danielle J.
Reinhardt, Jean A.
Roddick, William J.
Rogers, Vera N.
Roloff, Elizabeth A.
Schnoll, Rhona S.
Smith, Douglas A.
Smrz, Ines M.
Star, Alice Jo
Swendrowski, Amy L.
Tangle, Miriam R.
Taylor, Jeffery A.
Taylor, Tanya D.
Thomas, Yvonne D.
Volk, Martin H.
Weizenicker, Joann H.
Welk, John A.
Wilson, Penny L.
Wisniewski, Jane R.
Wohl, Maria T.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Abrahams, Nadine J.
Adam, William S.
Allen, Leona
Anthony, Veronica L.
Antoine, Jenny A.
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.
Campbell, Cynthia J.
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 Four Semesters)

Cole, Kristi Y.
Collins, Joan A.
Cooper, Wendy L.
Craig, Connie F.
Crain, Bethanne
Crausaz, Robert J.
Crowley, Linda F.
Cullen, Timothy C.
Dable, Lynn M.
Davies, Karen M.
Davis, Bonita J.
Davis, Carolyn D.
Delahanty, Kathryn
DelaRosa, Guarina A.
DeMore, John J.
Denuszek, Kathleen A.
Derleth, Corinne M.
Devine, Don P.
Dorava, Lori A.
Draper, Shirley F.
Drew, Valencia L.
Drews, Dean A.
Dugan, Honore A.
Dukes, Karlicia R.
duSaint, Patriq A.
Dussault, Elizabeth E.
Ealy, Carolyn E.
Ebije, Godwin T.
Egerer, Sandra R.
Eisendrath, Beth A.
Erickson, Sandra M.
Fassbender, Michael J.
Feiner, Tammie K.
Fisher, Judy F.
Flessert, Kathlene L.
Fortune, Cheryl L.
Fossali, Susan J.
Franta, Susan E.
Gaddis, Julius W.
Gardner, Chris C.
Garman, Wendy A.
Garofani, Caroline H.
Garofani, Carriemarie
Gilane, Dona M.
Gingold, Terri J.
Glover, Debbie P.
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.
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
Herriges, Andrew C.
Herschleb, Tammy L.
Hill, Pamela R.
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.
Kaczmarek, James V.
Kaminski, Bonnie K.
Kasik, Andrew A.
Kayser, Suzanne F.
Kelnhofer, Thomas E.
Kenwood, Paul J.
Kincaid, Carole A.
Klaus, Jennifer A.
Klein, Karla K.
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.
Ladwig, Mary C.
LaFosse, Enrique E.
LaMarre, Judithann A.
Landherr, Theresa M.
Landis, Margaret Y.
LaPlante, Amy L.
Lawler, Monica T.
Lemmer, Peter M.
Leopold, Kristine D.
Lesko, Kim L.
Lesner, Deanna M.
Lewis, Gwendolyn F.
Lewis, Katherine E.
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.
Maloney, Julie M.
Manthe, Colleen O.
Marciniak, Carolyn
Marlow-Gutierrez, Ann Marie
Martinez, Joan H.
Mayer, Carol A.
McArdle, Anne M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

McCarthy, Katherine M.
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.
Narrai, Betsy S.
Neumann, Tari A.
Newsom, Melinda E.
Nguyen, Christine N.
Nikutta, Kerry B.
Noeske, Julie A.
Noland, Carletta M.
Nowakowski, Dorothy A.
Nyswonger-Winkler, Christine M.
O'Keeffe, Katherine M.
Olds, Emma J.
Olvera, Anne F.
Onela, Christina
Owen, Gregor A.
Parlier, Matthew R.
Pearson, Michael M.
Pecha-Koch, Jacqueline S.
Pelton, Susan K.
Petersen, Karen L.
Piasecki, Yvonne M.
Piaskoski, Cynthia A.
Pinzon, Maria C.
Planning, Teri M.
Prahlow, Jane C.
Prahlow, Matthew A.
Pratt, Elizabeth A.
Radwill, James E.
Ramey, Betty J.
Raymond, Morry L.
Rehorst, Karen A.
Repetti, Dawn M.
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.
Russ, Deborah A.
Rutberg, Charlaine
Sabbar, Jodi L.
Sabir, Muhammad
Saelens, Patricia A.
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.
Shogran, Janis L.
Siewert, Teri L.
Simmons, Donna R.
Simmons, Katrina F.
Simmons, Sandra Sue
Simon, Siebrin S.
Simpson, Earl D.
Simuel, Nancy L.
Smith, Yolanda
Soley, Roxanne M.
Spaeth-Chen, JoEllyn R.
Stang, Elizabeth K.
Stephan, Sharon L.
Stevenson, Judy L.
Stinson, Angela M.
Storer, Jennifer L.
Strenger, Kristine L.
Summers, Beverly R.
Summers, Stevie B.
Swessel, Tammy S.
Swosinski, Kelleen
Szidon, Michele M.
Tarpey, Amy M.
Thomas, Debra D.
Thurow, Janiece M.
Thurston, Robin N.
Todryk, David M.
Toetz, Jennifer G.
Torres-Balderas, Rosa M.
Turney, Jane 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.
Williamson, Edwina K.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Anderson, Linda M.
Anderson, Lonnie J.
Andrews, Kathleen A.
Balistreri, Rosemarie
Ball, Odell
Beckley, Jean D.
Benoit, Kathy A.
Besch, Pamela K.
Beyers, Beverly A.
Bosanac, Jacalyn
Briggs, Brenda D.
Buckholt, Paul R.
Buquet, Karen R.
Carr, Steven T.
Ciganek, Richard B.
Clark, Annabel B.
Clay, Cynthia L.
Crandall, William H.
Czukas, Rita J.
Dang, Paul I.
Daniels, Eloise N.
Davis, Al'Lean M.
Dess, Mary H.
Diedrich, Glenn D.
El Abdi, Khaled
Ellertson, April M.
Erdmann, Julie L.
Everett, Janaan D.
Fanning, Debra S.
Fennema, Mark R.
Fischer, Laura J.
Fisher, Barbara J.
Fisher, Billy R.
Fitzgerald, Michelle B.
Flores, Nydia I.
Font, Luz C.
Fores, Michelle B.
Foyer, Allison L.
George, Hearldean A.
Goller, Sandra E.
Greb, Lynn A.
Gross, Batya R.
Gross, Dianne E.
Gudeman, Wendy A.
Hagenow, Amy B.
Hassman, Elizabeth A.
Hemze, Carol M.
Higley, David C.
Hildebrand, Kerrie A.
Hushek, Sharon A.
Igl, Rita J.
Johnson, Agnes S.
Jolley, Sylvester J.
Julien, Kristie D.
Kenseth, Jay K.
Kimmons, Shirley F.
Kinosian, Amy K.
Kothlow, Susan A.
Krafczyk, Penelope A.
Kremer, Mary M.
Kwass, Susan M.
Ladwig, Scott M.
LaHay, Rita M.
Larson, Bonnie L.
Leicht, Kathryn M.
Lennon, Janis K.
Lievens, Cynthia K.
Lindstrom, Patricia A.
Magee, Veronica O.
Maldonado, Margarita
Maney, Michael J.
Marshall, Darnell
Matthews, Thomas E.
McKay, Pamela
Medley, Marion I.
Menting, Sandra L.
Midthun, Christine A.
Milani, Christine M.
Miller, Carol
Miller, Larry F.
Molbeck, William R.
Mueller, Susan A.
Muscavitch, Frederick H.
Newson, Grace C.
Nunn, Connie C.
Ortiz, Maira Z.
Osinski, Terry A.
Palmer, Dona R.
Parey, Taimi L.
Payne, Julie
Pecunia, Melissa A.
Peterson, Jeanine E.
Pluckhahn, Robert J.
Porter, Mary E.
Post, Lonnie S.
Reitman, Cherie L.
Rivas, Carmen
Rogness, Geraldine R.
Roper, William C.
Rosenfeld, Julie M.
Ruppenthal, Christina M.
Salvat, Graciela E.
Sanchez, Ibis M.
Sanchez, Jesse
Schecher, Mary K.
Schimpf, David P.
Sinclair, Willie M.
Smith, Alisia M.
Smith, N.
Sojkowski, Heidi M.
Stefanovich, Daniel
Stotmeister, Patricia M.
Tarantino, Kristi A.
Thomas, Terri J.
Thomas-Berkley, Felecia
Tragash, Phyllis
Trump, Julie A.
Vena, Ralph M.
Vincent, Kathleen E.
Wagner, Astrid J.
Walker, Lamont M.
Wamser, John F.
Wilkie, Christine M.
Wincapaw, Mary S.
Witteman, Marcia L.
Woeste, Patricia M.
Wood, Terence M.
Wranovsky, Gail R.
Wullschleger, Karl R.
Yardley, Kimberly K.
Young, Gertrude E.
Zarembka, Christine A.
Zastrow, Lori J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Adesuyi, Gwendolyn B.
Adler, Susan M.
Alexandrin, Julie
Allen, Kaye
Anderson, Nancy L.
Andrzejewski, Kathleen
Anich, Sharon M.
Armstrong, Reginald K.
Athanasiou, Nancy L.
Babby, Sharon
Badzio, Heidi E.
Bajurny, Mark R.
Baldewicz, Constance
Baldwin, Melissa
Bankier, Phyllis M.
Barczak, Janet M.
Bare, Allen R.
Barnard, Deborah J.
Barnes, Mark A.
Bartee, Pamela L.
Bauer, Carla M.
Bauer, Laurie E.
Baumann, Thomas R.
Baumgart, Amy
Bautista-Ruiz, Ofelia
Becker, Janice R.
Becklund, Lorreen R.
Bednar, Barbara J.
Beese, Susan
Beirold, Sabine F.
Bell, Randi M.
Benson, Olalekan A.
Berg, Nancy E.
Betancourt, Linda L.
Bettine, Cynthia L.
Bevirt, Wayne H.
Bialas, Terri
Bivins, Michelle R.
Blake, Ednarina
Blonien, JoAnn M.
Blonien, Stephen D.
Boberschmidt, Elizabeth
Boese, Thomas V.
Bohannon, Katherine H.
Bollmann, Jeffrey P.
Bon, Myrta E.
Booth, Tammy
Bosanac, Robert
Boschek, Marian R.
Bounkert, Sombath
Bounket, Soumaly
Bourn, Tami A.
Boutin, Constance
Bradley, James L.
Brager, Cynthia
Branham, John
Branscombe, Janell M.
Brazil, Sherita L.
Brewer, Margaret F.
Bridges, Diane
Brigden, Brigid E.
Brown, Sharlane R.
Brown, Thomas D.
Brueckner, Mary M.
Buckley, Ann M.
Burchardt, Renae A.
Burnes, Robin A.
Butler, Barbara D.
Byrd, Rocksand R.
Caban-Quiles, Carmen M.
Campbell, Mary L.
Campos, Ida I.
Cao, Jiying
Carew, Jennifer
Carter, Lisa D.
Carter, Mark A.
Casper, Dennis
Cecil, Kimberly J.
Charek, Margaret C.
Chatman, Patrick D.
Chelmo, Alice M.
Chojnacki, Stephen P.
Chucka, James R.
Ciotti, Diane J.
Clark, Julie A.
Cockerham, Jean E.
Coleman, Annie
Colloton-Walsh, Patricia L.
Combs, Lisa D.
Crayton-Smith, Alma
Cummings, Vaughn M.
Curley, Margaret M.
Czerwinski, Sandra L.
Davis, Brenda J.
Davis, Mary K.
Davis, Michelle P.
Debot, Margot E.
Decker, Marise
Deemer, Lori A.
Deighton, Robyn N.
Demier, Tracy A.
Deperry, Gary K.
Derdzinski, John M.
DiFrances, Joseph A.
Dobbs, Melvyn W.
Durovka, Susan J.
Eastern, Cynthia R.
Edwards, Nathorn C.
Eidsvoog, Marlys A.
Eiland, Elizabeth A.
Elliott, Kelly
Engelmann, Julie M.
Engstrom, John P.
Eschrich, Christine A.
Evans, Charles
Fager, Violet L.
Fairbanks, Patrick M.
Farris, Julie A.
Feck, Jami L.
Feider, Margaret M.
Fendos, Janet R.
Fenwick, Rachel
Feyen, Andrea P.
Fisher, Henryette
Fisher, Jane M.
Fleming, Colleen M.
Fleming, Patricia A.
Flood, Christina A.
Fowler, Deanna
French, Deborah J.
Gardner, Thomas D.
Gau, Teresa R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

George, Barbara J.
George, Carol
Gilman, Rosanne
Gissal, Susan M.
Gnatzig, Larry P.
Goll, Laura A.
Gomez-Cohn, Betzaida
Gorman, Gayle M.
Gorsuch, Mary B.
Goss, Timothy R.
Grassmann, Diane M.
Gray, James R.
Greene, Cynthia Y.
Gremer, Andra D.
Grishaber, Virginia
Grudnowski, Heidi
Guajardo, Crisoforo
Guenther, Laura L.
Gumina, Michael A.
Gumina-Cannon, Susan M.
Gustafson, Amy L.
Hagens, Linda S.
Haines, Anne L.
Haisch, Kathleen A.
Hale, Lori
Hale, Mary Ellen
Hall, Kathleen M.
Hamilton, Eileen
Hardy, Alexander
Harmon, Carolyn
Harmon, Donna J.
Harris, Billy J.
Harris, Carol J.
Haupt, Joseph C.
Heinen, Rosemary A.
Heller, Bonnie L.
Helminiak, Karen C.
Hendricks, Cynthia A.
Herrera, Alicia M.
Hettinger, Kimberly
Hetzer, David
Hevey, Robynn D.
Hill, John R.
Hill, Kenneth C.
Hillebrand, Eric S.
Hmielewski, Sara E.
Hohl, Donna
Holbach, Lizabeth A.
Holman, Paula K.
Holzman, Christine M.
Hopman, Judy A.
Horn, Kathleen E.
Howe, Jane M.
Howell, Steven W.
Hucke, Michelle M.
Hucko, Maggie M.
Hudson, Stanley J.
Huffer, Jill C.
Hull, Rebecca S.
Huth, Carol S.
Hynst, Barbara A.
Jacob, Tammie J.
Jacobs, Karen L.
Jaeger, Diana L.
Jammer, Robert L.
Jasper, Judith E.
Javeed, Muhammad A.
Jenkins, Cleo
Johns, Mitzi L.
Johnson, Allen
Johnson, Audimishel C.
Johnson, Jerome J.
Johnson, Marie A.
Johnston, Sherry L.
Jones, Inia J.
Kaminski, Beth A.
Kartz, Michelle M.
Karwowski, Patricia A.
Keck, Kathleen L.
Kirby, William F.
Kirkwood, Doris L.
Kitzke, Susan L.
Klammer, Raymond H.
Klawon, Louise M.
Klemm, Pamela A.
Klug, Donna M.
Knackert, Anne F.
Knox, Valerie L.
Kobelsky, Ann M.
Koenig, Elizabeth K.
Kolberg, Patricia A.
Kolek, Susan L.
Konigsfeld, Mary M.
Koopmann, Kristine A.
Koos, Christina A.
Kopp, Karla L.
Kosmider, Allison L.
Krause, Barbara A.
Kroncke, Robert N.
Krueger, Elizabeth A.
Krueger-Poe, Tammi S.
Kruser, Theresa A.
Krysiak, Karen M.
Kulich, Teresa A.
Kunkel, Amy E.
Kurth, Edmund E.
Kyle, Janie G.
Labonte, Peter G.
Lahr, Cary P.
Lama, Elizabeth A.
Lamping, Mary L.
Landmark, Kari K.
Lange, Ann Marie
Laufer, Dona H.
Laufer, Michael F.
Lawrence, Marla D.
Leal, Sylvia G.
Lee, Robert S.
Leonard, Dennis L.
Lepkowski, Mary M.
Lester, Margaret R.
Leverence, Michelle L.
Lex, Christine M.
Lincoln, Mary E.
Lindert, Hannah
Loeschmann, Dawn M.
Lopresti, Joan M.
Lorenzana, Nydia M.
Loss, Andrea M.
Loyda, Peter H.
Lozada, Abida
Lucey, Marirose L.
Luft, Frederick W.
Lund, Timothy
Lundberg, Julia A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Maciejewski, Rachel M.
Malesza, Ann E.
Malone, Dorothy S.
Maney-Meer, Nancy
Maresh, Mary H.
Markiewicz, Michelle M.
Markon, Ann Marie
Marquardt, Colleen E.
Martin, Julie M.
Martin, Lawrence C.
Matenaer, Lisa M.
McConnell, Susan F.
McDonald, Diane L.
McGuire, Susan L.
McKillip, Rita J.
McKnight, Marilyn M.
McMahon, Veronica A.
McNab, Michele M.
Meinen, James A.
Menefee, Lisa M.
Mentovay, Sharon D.
Meyer, Stephanie L.
Michalski, Gale E.
Michaud, Constance A.
Misurek, Kathleen M.
Mitchell, Steven J.
Mlynarek, Thomas F.
Mockus, Patricia A.
Mohr, Jane H.
Moore, Joseph R.
Moravec, Jeffrey S.
Morris, Ava F.
Mortimer, Norma S.
Mueller, Andrea N.
Murphy, Janet L.
Naus, Matthew R.
Nehring-Brodie, Robin L.
Neuman, Kathleen A.
Neumann, Carolyn S.
Nevaranta, David N.
Newcomb, Jonathan E.
Nichols, Carol T.
Niemczyk, Elizabeth M.
Norton, Douglas C.
Novotny, Carol Ann
Nussberger, Julie M.
Nyholm, Dawn R.
O'Connor, Jennifer M.
Ogorek, Michelle M.
O'Hara, Anne E.
Oldenburg, Karen S.
Oliva, Jacalyn J.
Oliver, Cynthia L.
Osmer, Lois B.
Owens, Phil L.
Pachi, Matthew A.
Paden, Marion D.
Pakulski, Jill M.
Parker, Joel M.
Pastors, Maureen A.
Patterson, Jane M.
Patton, Tresha L.
Paul, Joseph F.
Pawlak, Vera M.
Pechauer, Catherine A.
Pera, Lois E.
Peterson, Jeralynn
Pinkham, Connie E.
Plautz, Philip A.
Posley, Keith P.
Powers, Margaret A.
Prasad, Kirti S.
Pribyl, Sheila M.
Prodehl, Richard H.
Propsom, Cheryl L.
Quillin, Michelle C.
Ragonese-Martin, Tina M.
Rahn, Paula J.
Reed, Diane
Reedy, Michael G.
Reesman, Lynn A.
Reinke, Robbie L.
Rendel, Debra J.
Riebesehl, Jr., Dale M.
Rivera, Carmen A.
Rivera, Maria A.
Robbins, Lisa G.
Robertson, Scott S.
Rodabaugh, Heather L.
Rodriguez, Elizabeth A.
Rogers, Celestine L.
Ross, Edward
Rost, Ronald A.
Rowley, Wendy E.
Ruiz, Gregory D.
Runnoe, Melinda A.
Rushing, Judieth R.
Rutter-Smith, Jean
Ruzinski-Smith, Mary M.
Salamone, Susan R.
Sampson, Henry W.
Samu, Teresa E.
Sanchez, Teresa
Sathe, Jeffrey A.
Sayavong, James B.
Scaffidi, Jason T.
Schacht, Darren V.
Scharf, Colleen M.
Schmidt, Dawn M.
Schneider, Elaine C.
Schroeder, Jay B.
Schultz, Kathy Rose
Schulz, Jenny R.
Schwarzenberger, Eric A.
Schweinert, Margaret A.
Scudder, Jacquelyn J.
Segalla, Randy J.
Sem, Barbara A.
Sharpe, Ju1ie L .
Shea, Mary E.
Shed, Sandra G.
Shepherd, Claire L.
Shinners, Gerald J.
Short, Catherine I.
Shultis, Susan J.
Silbernagel, Thomas
Skaleski, Megan S.
Skonecki, David R.
Sliwinski, Ei1een R.
Smith, Karen E.
Smith, Wendell J.
Sojkowski, Paul D.
Spoerk, Lucille R.
Staral, Margaret A.
Staude, Lisa A.
Stauffer, Mary K.
Steebs, Scott H.
Stemper, Joanne F.
Stevenson, Patti J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Stoffel, Deborah S.
Stoker, Linda J.
Stokman, Cynthia A.
Studer, Kathleen R.
Suderland, Elizabeth M.
Sullivan, Colleen B.
Suprise, Karina L.
Swick, April M.
Sylvester, James D.
Talcott, Karl R.
Tambellini, Paulette H.
Taylor-Evans, Michele
Thao, Koua F.
Thomas, John P.
Thomas, Roger A.
Thomas, Susan L.
Thomas-Diedrich, Karen
Thompsen, Michelle G.
Thompson, John K.
Thornton, Terri J.
Tillman, Tracy L.
Tompkins, Steven R.
Treffert, Lynn M.
Triulzi, Renee
Turner, Caryl L.
Tyshynsky, Ulana
Ullmann, Nancy A.
Van Atta, Katherine
Vance, Jessie A.
Vandewalle, Elizabeth
Vang, Nou S.
Vargas, Romina H.
Vartanian, Ashod
Vavra, Jane L.
Vian, Janet M.
Vinson, Dollie M.
Vogel, Elizabeth G.
Vujasinovic, Tania
Wagner, John D.
Wahlstrom, Pamela
Waldera, Peggy A.
Walker, Adam B.
Walker, Denise M.
Walkner, Douglas J.
Walsh, Carol L.
Walsh, Joseph R.
Wargin, Mary M.
Warltier, Betty L.
Washington, Robert L.
Watson, R. Luke
Weber, Ellen E.
Weissman, Michele A.
Wellmuth, Jacqueline
Werking, Meg A.
Whalen, Leslie A.
White, Laura J.
Wielebski, Michelle G.
Wiggins, Bernice
Wilkinson, Patricia A.
Willis, Tracy Ann
Winfield, Mary P.
Winter, Christine D.
Winterkorn, Lisa
Wirsching, Susan E.
Wiskerchen, Lori A.
Wisniewski, James A.
Wittig, Jane E.
Wolak, Gregory G.
Wolf, Jennifer L.
Wolf, Timothy W.
Wolters, Ginet
Wroblewski, Amy
Wuenstel, Michelle K.
Xiong, William J.
Yule, Mary Beth
Zaffiro, Debra M.
Zager, Mark R.
Zaks, Judith S.
Zastrow, Valerie M.
Zbichorski, Joseph B.
Zerger, Judith L.
Zimney, Michelle M.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

Rose Carr
Ralph DeVito
Delfina Estevez
Peggie Swift
Mary Weisto

PRINCIPALS
(Completing Two Semesters)

Gloria Erkins
Eugene Humphrey
Dolores Keirn-Jackson
Donald Krueger
Patricia Mattek
Nancy McLure
Maria Tovar
James Townes
Catherine Washabaugh
Patricia Walia
Debra Wallace
Larry Williams

PRINCIPALS
(Completing Three Semesters)

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

PRINCIPALS
(Completing Four Semesters)

Virginia K. Cullen
Ora L. Ewing
Kathleen C. Gomez
Rosalie Greco
Robert L. Griffin
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
Hector R. Perez-Laboy
Susan A. Ratka
Judith E. Rick
Johnell Sharp
James G. Sonnenberg
Alvin D. Spearman
William J. Stroud
Joyce H. Taylor
John M. Valdes

PRINCIPALS
(Completing Five Semesters)

PRINCIPALS
(Completing Six Semesters)

Deborah Bent
Daniel J. Donder Jr.
Jerry Fair
Yvonne Hopgood
John E. Johnson
Rogers E. Onick
Raymond Robinson Jr.
Glenn W. Schilling
Michael P. Sonnenberg
Efrain Vila
Donna L. Zoble

ASSISTANT PRINCIPALS
(Completing One Semester)

Willie Fuller
Everlena Hyche
Patsy Parker-Safford
Andrew Patterson
Glen Stavens
Winifred Tidmore

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Two Semesters)

Gwendolyn Allison
Bridget Araujo
Deborah Bell
Bill Borchardt
Myron Cain
Mary Chapman
Arleen Dansby
Julia Dean
Adell Fair
William Fantry
Pamela Frey
Marshall Gallant
Mary Gay
Cynthia Grant
Dura Hale
Timothy Howard
Troney Hutchins
Murray Jackson
Mary L. Jones
Kathleen Jorgenson
Jennifer Jung
Debra Jupka
Bobbie Killins
Evornia Kincaid
Linda Kincaid
Robin Kitzrow
Thomas Kraft
Jaclyn Laber
Catherine LaFond
Larry Leonard
Gerald Luecht
Sara Marquez
Mondell Mayfield
Guadalupe Montoto-Romero
Shirley Moutry
Bonnie Murphy
Carrie Odom
Philip Pares
Anthony Pedriana
Graciela Pequeno
Charlene Pierce
Ronald Price
Evelyn Resto Rodriguez
Diane Rombca
Karen Soukup
Wilma Spann
Ann Tepp
Kenneth Wald
Frank Walls
Mary Weisto
Carolyn White Travanti
Elisabeth Words
Mary Zimmermann

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Paul E. Armour
Alystine Calloway
Bobby G. Johnson
Gary L. Lasch
Vern L. Mamon

ASSISTANT PRINCIPALS
(Completing Four Semesters)

Winnifred L. Aitch
Beverly A. Conner
Richard G. Czeszynski
James E. Godwin
Goldie M. Hall
George E. Kazel
Cheryl V. Kennis
Erico Ortiz
Michele A. Oxman
Jewell E. Riano
Roy R. Robertson
Luis A. Salazar
Paul E. Shebesta
Mark A. Silverstein
Cathy B. Simpson
Peggie J. Swift
Ella J. Washington
Deborah K. Wheeler

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Nancy Conner
Joseph Nemoir
Phyllis K. Spence

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Fred D. Allen
Susan M. Apps
Bonita M. Banaszak
Ronald W. Brown
Olivia S. Cervera
Cheryl A. Clancy
Clive G. Coke
Daryl R. Coppins
Richard J. Desotelle
Jennie B. Dorsey
Rosetta O. Foote
Marguerite J. Guy
Nancy A. Harrison-Menendez

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Thomas E. Hesiak
Archie L. Ivy
Dorothy A. Johnson
Ramelann Kalagian
Mark A. Kuxhause
Ceola M. Mayberry
Catherine E. Miles
Milford F. Moffett Jr.
Clara B. Moore
Barbara J. Stewart
Deborah A. Thompson

SUPPORT STAFF
(Completing One Semester)

Dorothy James
Pamela Penn
Bethany Wilkinson

(Completing Two Semesters)

(Completing Three Semesters)

Karen Salzbrenner

(Completing Four Semesters)

James Gother

(Completing Five Semesters)

Roger Dobrick
Leon Ivory
Gail Sanders

(Completing Six Semesters)

Joanne M. Colombo
Jody A. Jedlicka

(Item 5) (DOC: 9306P5) Your Committee reports having received the following informational report from the Superintendent regarding the termination of a teacher:

A tenured teacher with the Milwaukee Public Schools is in violation of the residency requirement set forth in Part XI of the contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association. The Superintendent has recommended the teacher, Mr. James H. Pritzlaff, be terminated from his employment at the close of work on June 14, 1993. Mr. Pritzlaff has voluntarily waived his right to a Board hearing in the matter of his misconduct and notified the administration of such in a letter dated May 21, 1993. Accordingly, pursuant to Sec. 119.42 (lm) Wis. Stats., the Superintendent's decision to terminate is final with no further action of the Board. This communication is provided to the Board for informational purposes only.

* * * * *

(ITEM 6) (DOC: 9306P6) Your Committee recommends that the following leaves a absence be, and they hereby are, granted effective as of the dates indicated:

Name	School	Effective Date
Illness Leave, to June, 1993:		
Brawley Gilmore	Juneau	January 25, 1993
Kathleen Duffy	Burdick	February 14, 1993
Anthony Mismash	Douglass	February 22, 1993
Personal Leave, to June, 1994:		
Patricia Colloton-Walsh	Fratney	August, 1993
Joseph Walsh	Riverside	August, 1993
Study Leave, to June, 1994:		
James Kaczmarek	Walker	August, 1993
Extension of Illness Leave, to June, 1994:		
Debra Klingman	On Leave	August, 1993
Extension of Maternity Leave, to June, 1994:		
Sherry Siebers	On Leave	August, 1993
Mary B. Smith	On Leave	August, 1993
Shannon Boz-Stolcers	On Leave	August, 1993
Linda Ebert	On Leave	August, 1993
Extension of Personal Leave, to June, 1994:		
B. Marco O'Brien	EE & SS Center	August, 1993

* * * * *

(ITEM 7) (DOC: 9306P7) 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
James R. Adams	Teacher	06-14-93
Joann I. Berry	Psychologist	06-21-93
Jeffrey D. Buczek	Teacher	07-01-93
Annie J. Carlisle	Teacher	06-14-93
Leigh H. Cowen	Teacher	04-20-93
Elizabeth G. Eibl	Teacher	07-01-93
Barbara L. Gonion	Teacher	06-14-93
Kathleen A. Hansen	Teacher	05-24-93
Sonia K. Jackson	Teacher	04-05-93
Thomas E. Loomis	Teacher	06-14-93
Katherine M. Moreland	Teacher	05-26-93
Sandra L. Mueller	Teacher	06-14-93
Rosemary C. Muenter	Teacher	07-01-93
Foluke N. Obahnjoko	Teacher	05-20-93
Mary E. Phelps	Teacher	08-24-93
Sandra L. Radloff	Teacher	06-14-93
Doris J. Rand	Teacher	06-14-93
Margaret A. Rodriguez	Psychologist	04-21-93
Wilhelmine Savola	Teacher	06-14-93
Grace C. Shoplas	Teacher	06-14-93
Linda K. Skow	Teacher	05-14-93
Lorraine M. Strobel	Teacher	07-01-93
Mary E. Thienes	Teacher	06-14-93
Joyce A. Urquhart	Teacher	06-14-93
Elizabeth J. Wallrath	Teacher	06-14-93

* * * * *

(ITEM 8) (DOC: 9306P9-9305B5) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting on May 26, 1993 (Proc., pp. 43-44), the Board referred the following resolution, which was introduced by Director De Bruin, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Public Schools at present, performs a criminal background check on applicants for employment that is limited in scope; and

WHEREAS, Milwaukee Public Schools has an obligation to take reasonable steps to insure the safety and well-being of its students and employees; and

WHEREAS, The growth of technology has created additional and expedient means for determining whether a potential employee or employee has any previous criminal background; therefore, be it

RESOLVED, That the administration is directed to review and report to the Personnel and Negotiations Committee of the Board (1) the current procedures for investigating the criminal background of applicants for employment and employees; (2) additional

steps, including checks of computerized data bases, that could be taken to more completely check the criminal background of applicants; and (3) the costs associated with such checks; and be it

FURTHER RESOLVED, That the administration determine and report to the Personnel and Negotiations Committee of the Board whether the Milwaukee Public Schools has legal authority to impose an employment application fee, either generally or as a final step in the approval of an applicant for employment, adequate to cover the costs associated with background checks; and be it

FURTHER RESOLVED, That the Personnel and Negotiations Committee of the Board recommend such improvements in the Milwaukee Public Schools criminal background check procedures as it determines will improve the completeness of such checks at a reasonable net cost to the Milwaukee Public Schools.

Your Committee recommends that the resolution be adopted amended as follows:

RESOLVED, That the administration is directed to review and report in July to the Personnel and Negotiations Committee of the Board, or the Board directly in July, if July Committee meetings are not held, (1) the current procedures for investigating the criminal background of applicants for employment and employees; (2) additional steps, including checks of computerized data bases, that could be taken to more completely check the criminal background of applicants; and (3) the costs associated with such checks; and be it

FURTHER RESOLVED, That the administration determine and report to the Personnel and Negotiations Committee of the Board, or the Board directly in July, if July Committee meetings are not held, whether the Milwaukee Public Schools has legal authority to impose an employment application fee, either generally or as a final step in the approval of an applicant for employment, adequate to cover the costs associated with background checks; and be it

FURTHER RESOLVED, That the Personnel and Negotiations Committee of the Board, or the Board directly in July, if July Committee meetings are not held, recommend such improvements in the Milwaukee Public Schools criminal background check procedures as it determines will improve the completeness of such checks at a reasonable net cost to the Milwaukee Public Schools.

* * * * *

(ITEM 9) (DOC: 9306P11-9305B7) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting on May 26, 1993 (Proc., p 44), the Board referred the following resolution, which was introduced by Director O'Neil, to the Personnel and Negotiations Committee:

WHEREAS, The public, the press, and city officials often describe the Milwaukee Public Schools' administration as being a bloated bureaucracy, and

WHEREAS, The Milwaukee Public Schools is continually being alleged to be top heavy with administrative personnel, and

WHEREAS, The Milwaukee Public Schools' administration often answers these allegations by stating that MPS operates with less administrative personnel per department than most other local governmental agencies, and

WHEREAS, The Superintendent states that over the last two years administration has been decreased by approximately 13%, and

WHEREAS, The District has no clear definition of an administrator; therefore,

BE IT RESOLVED, That the Board of School Directors with the Superintendent, or his designee, engage in a work session for the purpose of clearly setting forth a precise definition of an administrator; the classification of administrator being dependent on the employee's job description and the services that the employee provides to our school children, and

BE IT FURTHER RESOLVED, That the classification of administrator include directors of departments, principals, assistant principals, supervisors and other levels of management based on their positions and job descriptions.

Your Committee recommends that the resolution be adopted except that a determination as to whether the worksession is necessary will be made after the administration reports back to the Committee a breakdown of administrators, including what employees' classifications will be defined as administrators.

* * * * *

(ITEM 10) (DOC: 9306P12) The Superintendent advised your Committee that:

At the adoption of the Transitional Student Assignment Plan, the Board requested an annual report on the results of the plan's implementation.

The Transitional Student Assignment Plan was developed to meet the following goals:

a. Establish a range of 30 to 70 percent African American for a school to be considered racially balanced.

b. Assign attendance area elementary schools to one of five regions for school selection purposes.

c. Allow as many students as possible to attend their attendance area school.

d. No longer require five-year-old kindergarten students to participate in school selection if parent/guardian desired student to remain in their current school assignment for grade one.

e. Allocate entry level seats for city-wide elementary schools in proportion to the ethnic group's representation in the overall student population.

f. Decrease transportation cost by elementary regionalization and providing for attendance area preference.

A report providing the following information has been attached to the minutes of your Committee's meeting of June 14, 1993: district results, elementary regionalization, attendance area requests and registrations, city-wide wait lists, early childhood requests, a list of schools that are projected to fall outside of the district's racial balance guidelines, an analysis of elementary school enrollment based upon regionalization, community concerns, and the conclusion.

Community Concerns Related to the School Selection Process

The school selection process for the 1993-1994 school year represents three years of the computer process and two years of implementing the Transitional Student Assignment Plan. Over the three year period, community members have expressed specific concerns to the Division of Student Services either in person or via the appeals process. These concerns have bee n summarized and

attached to the minutes of your Committee's meeting of June 14, 1993. In addition, the administration has received a recommendation from Rufus King High School regarding meeting the needs of gifted and talented high school students. This report has also been included in the minutes.

Conclusion

The official sign up period for schools was between February 8 through February 22, 1993. The data indicates that the Transitional Student Assignment Plan is meeting its goals. Approximately 23,000 students participated in the process with over 85 percent receiving their first, second, or third choice. Assignment notices were mailed to parents/guardians on Tuesday, April 20, 1993. The Spring Complimentary sign up period started on Monday, April 19, 1993. This period is designed for students who meet the following requirements:

1. Students who are without an appropriate fall registration.
2. Students whose change of residence creates an inappropriate fall registration.
3. Students who are new to the Milwaukee Public Schools.
4. Students who are exiting a current exceptional educational program and are entitled to a regular education registration for September.
5. Students who could not be accommodated within the Three Choice Process and are dissatisfied with the attendance area registration issued during the computerized random selection process.
6. Students who are seeking a school registration to a city-wide school/program which has available seats.

The Division of Student Services and the local schools will be counseling parents regarding school selection during the Spring Complimentary school sign up period.

The appeal process for Fall, 1993, assignments started on Monday, May 10, 1993. The appeal procedure approved by the Board in February, 1991, will provide the criteria for the appeals committee to rule on parent requests. Elementary families that moved outside their region between October 1 and the end of the school year will be informed that they need to select a new school for the 1993-1994 school year. These families are no longer covered by the grandfather clause. The summer enrollment process will begin on Thursday, July 1, 1993, and continue through late August at the Central Office, Parkman Middle School and South Division High School.

The Transitional Student Assignment Plan as implemented seems to be meeting its goals. More elementary students are attending schools within their region or their attendance area school, resulting in less transportation cost (see attachment). All students have an opportunity to apply for their attendance area school and receive a preference to attend their attendance area school.

Five-year-old kindergarten students currently assigned to a school need not make a choice for grade one unless requesting a transfer or they have moved during the school year.

For the past two school selection sign-up periods seats were allocated at the entry level for city-wide elementary schools in proportion to their ethnic groups represent an overall student population.

Demographic changes, parent selection patterns, implementing the attendance area preference, and not requiring five-year-old kindergarten students to make a school choice contribute to the increase number of schools not meeting the 30-70 percent African-American student make-up.

Your Committee recommends that the School Selection Process currently in place be continued; that the administration review the concerns generated and recommendations, if any, to be presented to the

Board at the October, 1993, meeting; and that the administration specifically review the Rufus King assignment process and bring back separate recommendations regarding Rufus King in September, 1993.

* * * * *

(ITEM 11) (DOC: 9306P13) The Superintendent and Secretary-Business Manager advised your Committee that:

Wisconsin Statutes 119.40 provide as follows:

> **119.40 Salary Schedules**. (1) (a) Annually, the board shall establish a schedule of salaries for all classroom teachers, not including principals and vice principals, in the schools of the city.
> (b) Annually, the board may establish one or more schedules of salaries for all its employees not covered under par. (a).
> (2) All schedules of salaries annually fixed by the board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the board.

The following specific proposals are submitted by the superintendent and the secretary business manager with the recommendation that they be adopted for the 1993-1994 budget year. Included are the salary schedules affected by the agreements with the employee organizations previously acted upon by the Board, and other per hour, per diem and per session schedules for part-time personnel not included in bargaining agreements.

The following agreements expired June 30, 1992: Schedule 1 (Teachers and Community Recreation Specialists), Schedule 2 (School Social Workers), Schedule 3 (Administrative Personnel in Schools and Central Office), Schedule 5 (School Psychologists), Schedule 6 (Activity Specialists) and Schedule 9 (Playground Laborers). Schedule A (Clerical, Office, and Technical), Schedule B (Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel), Schedule C (Material Handlers and Truck Drivers), Schedule D (Construction Inspectors, Designers, and Draftsmen), Schedule E (Building Service Helpers, Service and Maintenance Custodians and Laborers), Schedule F (Miscellaneous Facilities and Maintenance Services Classifications), Schedule H (Data Processing and Related Personnel), Schedule I (Instructional Resource Personnel), Schedule M (Instrumental Music Teachers and Helpers).

Schedule 4 (Supportive Personnel - Certificated and Classified): Substitute Teachers, School Accountants/Bookkeepers expired December 30, 1990; Educational Assistants (formerly School Aides) expired December 31, 1992. Schedule E (Plant Operations Personnel, Operating Engineers) expired December 31, 1991.

Your Committee recommends:

1. That the following salary schedules be reaffirmed (previously approved the Board.):

<u>Salary Schedules for Certificated, Administrative, and Supportive Personnel</u>

a. Schedule 1 - Teachers and Community Recreation Specialists (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

b. Schedule 2 - School Social Workers (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

c. Schedule 3 - Administrative Personnel in Schools and Central Office (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

d. Schedule 4 - Supportive Personnel - Certificated and Classified - Substitute Teachers, School Accountants/Bookkeepers, (Negotiations in progress. 1991-92, 1992-93, and 1993-94 rates will be submitted for approval upon settlement.) Educational Assistants (formerly School

Aides), (Negotiations in progress. 1993-94 rates will be submitted for approval upon settlement).

e. Schedule 5 - School Psychologists (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

Salary Schedules for Classified Personnel

a. Classified Schedule A - Clerical, Office, and Technical (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

b. Classified Schedule B - Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

c. Classified Schedule C - Material Handlers and Truck Drivers (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

d. Classified Schedule D - Construction Inspectors, Designers, and Draftsmen (Negotiations in progress. 1992-93 and 1993-94 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. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

f. Classified Schedule F - Miscellaneous Facilities and Maintenance Services Classifications (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

g. Classified Schedule H - Data Processing and Related Personnel (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

h. Classified Schedule I - Instructional Resource Personnel (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

i. Recreation Schedule 9 - Playground Laborers (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

Rate Schedule for Per Diem, Per Instructional Hour, Per Session Personnel

a. Recreation Schedule 6 - Activity Specialist (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

b. Recreation Schedule 7 - Per Session Employees

c. Recreation Schedule 8 - Municipal Recreation Athletic Officials

d. Schedule M - Instrumental Music Teachers and Helpers (Negotiations in progress. 1992-93 and 1993-94 rates will be submitted for approval upon settlement.)

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 1993-94 as amended; that all salary schedules

excepting those for prevailing wage rates, in effect for 1992-93, and which have not been amended be, and they hereby are, readopted for the 1993-94, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1993-94 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1992-93 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1993-94.

* * * * *

(ITEM 12) (DOC: 9306P14) The Secretary-Business Manager advised your Committee that:

At its meeting of August, 1976 (Proc. pp. 34–35) the Board adopted the recommendation that: "The Board President be empowered to enter into inter–district pupil transfer agreements with other school districts on behalf of the Board."

The City Attorney has advised the Board that in accordance with the statutes, the Board should be approving the Chapter 220 contracts and should not delegate this responsibility to the Board President.

A summary of the agreements is provided:

MILWAUKEE PUBLIC SCHOOLS INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEAR 1993/94

Districts with Annual Goals:

District	1993/94 Goal	1993/94 Seats Made Available Per Contract
Glendale-River Hills	89	123
Maple Dale-Indian Hill	52	79

Districts to Annually Contract Goals:

Mequon-Thiensville	245	245

Your Committee recommends that the 1993/94 Chapter 220 interdistrict pupil transfer agreements for the school districts of Glendale-River Hills, Maple Dale-Indian Hill and Mequon-Thiensville be approved.

* * * * *

(ITEM 13) (DOC: 9306P15-9305B4) The Secretary-Business Manager advised your Committee that:

At its meeting on May 26, 1993 (Proc., p. 43), the Board referred two communications from the Milwaukee Building and Construction Trades Council, relative to Prevailing Wage Rates to the Personnel and Negotiations Committee. Copies of the communications are attached.

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

Construction craftsmen employed at the Facilities and Maintenance Services Department 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). The Committee has been holding communications as they relate to increases in wages and fringe benefits for various Milwaukee Public Schools employes at the Committee level until other 1992-93 labor agreements are resolved.

Your Committee reports having held that portion of the communications that deal with increases in wages and fringe benefits for various Milwaukee Public Schools employes in Committee until other 1992-93 labor agreements are resolved.

Your Committee recommends that authorization be granted to enter into contracts with contractors and sub-contractors that pay the prevailing wage rates detailed in the above-mentioned communications.

* * * * *

(ITEM 14) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of June 14, 1993.

A. Affirmative Action Report for May, 1993.
B. Report on the Planning, Appraisal and Support Process for Principals.
C. Report on 1992-93 Professional Development Activities for Principals and Assistant Principals.

* * * * *

REPORT #2

Your Committee reports having given hearing to the Administrators' and Supervisors' Council in the matter of the appeal of Grievance 92/232 regarding salary increment dates.

Your Committee further reports having considered whether the MPS administration correctly interpreted Appendix A, Section A, 4 (a) and (b) of the Contract between the Milwaukee Board of School Directors and the Administrators' and Supervisors' Council, Inc., specifically when applying such language to annual increments for Mr. Derrick Washington and Mr. Gary Staten.

Your Committee recommends that the Board concur with the Committee's ruling that the MPS administration did in fact correctly interpret the aforementioned contract language.

Separate consideration having been requested of Items 2 and 12, the remainder of the reports were adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

* * * * *

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Mallory moved for suspension of Board Rules and adoption of the report.

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

Ayes—9; Noes—0.

Item 12 of the report, relating to Chapter 220 contracts, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mallory, Mitchell, Sinicki, Small and President Bills—7.

Noes—Director Johnson—1.

Voting "present"—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) (DOC: 9306I1) The Superintendent advised your Committee that:

Clarke Street School has requested that it be allowed to establish a voluntary uniform dress code. A copy of the school's proposal was provided your Committee and accordingly incorporated into the minutes of your Committee's meeting of June 16, 1993. It is clear from the proposal that the idea is supported by a majority of parents.

In an opinion dated March 27, 1991, the City Attorney indicated that "a voluntary uniform code … would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal. The student is still free to dress as the student or student's parents wish. Of course, in order to ensure that performance is truly voluntary, the school and its staff should take no action against students who choose to reject uniforms, nor should any undue pressure be exerted to persuade these students to wear uniforms."

Your Committee recommends that the Board approve the Clarke Street School proposal for a voluntary Uniform Dress Code.

* * * * *

(ITEM 2) (DOC: 9306I1) The Superintendent advised your Committee that:

In September, 1991, as part of a larger effort to provide additional classroom space at the elementary and middle school level, the former Lincoln Downtown Educational Center was converted to a new middle school program with an emphasis on the creative and performing arts, known as Lincoln Center Middle School of the Arts. At that time, no changes were made to the building to accommodate the new program.

In accordance with established Board policy relating to the involvement in the Capital Improvement Program, the Administration began working with the school/community committee to determine the needs related to the new program. The planning process continued through the 1991-92 school year and identified priorities for space to be completed for the 1992-93 school

year.

These modifications included space for the Administrative and Supportive Services, a new kitchen, and a new Instructional Resource Center. Planning to determine the remaining space needs and to complete the implementation of the educational program resumed in late fall of 1992. This planning was interrupted in November to permit maximum efforts to be directed toward the referendum campaign. The planning effort began again in March, and the Administration has been meeting weekly with the committee in order to expedite the completion of the document.

The educational specification document, transmitted under separate cover, details the specific program and space requirements needed to fully implement the program at Lincoln Center Middle School of the Arts. This program contains unique educational opportunities not found in any other middle school in the district or state. Spaces include areas to support the arts, areas for use by the resident artist program component, and space for the unique family organization in the building. In addition, modifications to permit elements from other nationally known middle schools are included.

The program at Lincoln Center Middle School of the Arts is characterized by the following elements:

- An arts centered curriculum utilizing non-traditional instruction and alternative assessment techniques;
- A nurturing, multi-graded family approach to school organization;
- An emphasis upon the arts and cultures of the Americas;
- An active involvement of parents in the school;
- An alliance with resident and community artists, community-based organizations and arts organizations to enrich learning.

Funds to complete the design and planning for the Lincoln Center Middle School of the Arts were included in the 1992-93 budget. Funds in the amount of $5.2 million are contained in borrowing authority currently being sought by the City of Milwaukee. Information relative to this effort was transmitted to the Board in a separate communication on June 3, 1993. Updated information was provided at the committee meetings. Completion of the modifications is contingent upon receipt of these funds.

The principal and members of the school/community committee were present and provided your Committee with additional information. Appropriate staff members were also present to answer questions of the Committee members.

Your Committee recommends that the program contained in the educational specification document for Lincoln Center Middle School of the Arts be approved.

* * * * *

(ITEM 3) (DOC: 9306I3-9305B10) The Superintendent advised your Committee that:

At its meeting on May 26, 1993 (Proc., p 46), the Board referred the following resolution, which was introduced by President Bills, to the Instruction and Community Relations Committee:

WHEREAS, The goals of the Milwaukee Board of School Directors are to increase achievement significantly, provide equity and ensure fiscal responsibility; and

WHEREAS, The governor's budget calls for a property tax freeze which will result in some form of cost controls; and

WHEREAS, The public financial support of education depends on improving student achievement; and

WHEREAS, Improving education depends upon focused staff development compatible with Board goals; and

WHEREAS, Staff development is presently a hodge-podge of costly, hit or miss, pull-out efforts during the school day, after school and on weekends; and

WHEREAS, Pull-out programs do not provide for continuity in education for students or team-building for schools; and

WHEREAS, The way student contact time and professional development time is used is more important than the time itself; and

WHEREAS, Successful decentralization to a system of schools will require accountability at the school level; and

WHEREAS, Board and district initiatives such as the K-12 teaching and learning goals, closing the gap, eliminating tracking, technology and school-to-work require extensive and ongoing staff development; and

WHEREAS, Budget constraints should not stand in the way of needed reforms; and

WHEREAS, The Milwaukee Board of School Directors should take leadership in providing the education model for life-long learning through on-going professional development; now, therefore, be it

RESOLVED, That the administration be directed to develop an ongoing and focused professional development plan within budget constraints that will be evaluated after one year.

Your Committee recommends that the administration propose to the Committee at its September meeting a process for the staff at each school to assess their professional development needs and goals, the amount of time they would need, and what would be the best way to structure the time.

* * * * *

(ITEM 4) (DOC: 9306I4) The Superintendent advised your Committee that:

During the May, 1993 School Board committee meetings, the administration requested approval of a System of Schools Document, including a Parental Involvement Component, and Shared Decision-Making Plan. Specifically, it was recommended "That the Board revise the MPS Parent Involvement Policy number ten (10) to read 'The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, with opportunity for representation of parents, staffs and community'." Approval was requested following a survey by principals of the Parent Involvement Policies adopted by the Board of School Directors in November, 1992.

At the May 12, 1993 meeting of the Board's Instruction and Community Relations Committee, parents, community representatives and committee members expressed concerns regarding a general lack of parent involvement in the development of Shared Decision-Making models in some schools. Following significant discussion, the Instruction and Community Relations Committee modified the administration's recommendation to state: "That the Board of School Directors will ensure that each school form a shared-decision making group with equal representation of parents, staffs, community and students at the middle and high school levels."

At the May 26, 1993 meeting of the Board of School Directors, following significant discussion by Board members it was determined that the recommendation of the Instruction and Community Relations Committee would be returned to committee.

Since the May 26, 1993 meeting, the administration has met with representative parents to discuss the concerns expressed at the May 12, 1993 Instruction and Community Relations Committee and the full Board on May 26, 1993, and developed remediation strategies. Following is a summary of the strategies and related activities:

a. The document entitled "System of Schools Document" will be shared with all parent group leaders in the Milwaukee Public Schools.

b. The administration will establish a broadly-based group of parents and community representatives to review and make recommendations regarding the "Systems of Schools Document."

c. In September, 1993, each building principal will be requested to meet with their school's parent organization to review the school's shared decision-making model.

d. A survey of parent organizational leaders will be conducted in September, 1993, regarding the System of Schools Philosophy and Shared Decision-Making.

The superintendent recommended that:

1. That the Board revise Parent Involvement Policy number ten (10) to read "The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group comprised of equal representation among staff and community. (NOTE: The Shared decision-making group would be composed of 50% staff and 50% community representation. Community representation includes parents, business community, community agencies and organizations and students in the middle and high schools.)

2. That the Board accept the summary of activities listed in Pertinent Fact # 4 as an initial response to concerns expressed by parents and community representatives regarding local school shared-decision making models and the System of Schools Document.

3. That the administration be directed to submit a status report to the Instruction and Community Relations Committee in October, 1993, regarding the activities listed above.

Your Committee recommends:

1. That Parent Involvement Policy #10 be revised to read as follows:
   The Milwaukee Board of School Directors will ensure that each school form a shared decision making group comprised of at least 33% parent representatives, and not more than 50% school community representatives. The school community representatives include staff and at least one student from each grade level at the middle and high school levels. Parent representatives are to be chosen by parents, student representatives will be chosen by students. Community representatives could include the business community, community agencies and organizations.

2. That the Board accept the following activities as an initial response to concerns expressed by parents and community representatives regarding local school shared-desicion making models and the System of Schools document:
   a. The document entitled "System of Schools Document" will be shared with all parent group leaders in the Milwaukee Public Schools.
   b. The administration will establish a broadly-based group of parents and community representatives to review and make recommendations regarding the "System of Schools Document."
   c. In September, 1993, each building principal will be requested to meet with his or her school's parent organization to review the school's shared decision-making model and

seek the parents' recommendations as to what the school's shared decision making model should be.

d. A survey of parent organizational leaders will be conducted in September, 1993, regarding the System of Schools Philosophy and Shared Decision-Making.

3. That the administration be directed to submit a status report to the Instruction and Community Relations Committee in October, 1993, regarding the activities listed above.

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(ITEM 5) (DOC: 9306I5) The Superintendent advised your Committee that:

The *School to Work Transition* is a new initiative in the Superintendent's 1993-94 Budget. Included in that budget are dollars to implement two Wisconsin Youth Apprenticeships, one each at two high schools.

Youth Apprenticeships are part of Wisconsin's School to Work Legislation, with the two scheduled in MPS being *Graphics Arts* at Milwaukee Technical High School and *Financial Services* at Riverside University High School.

Consortium planning, as prescribed in the legislation, has begun in Milwaukee. That consortium is submitting an application to the Department of Industry, Labor and Human Relations (DILHR) for the two youth apprenticeships to begin in 1993-1994.

Administrators and staffs from the two high schools have begun student identification and program planning. Students participating in these two 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 advanced standing/dual credit at MATC. In addition the Youth Apprenticeship students will be in paid employment /education during both junior and senior year 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.

The DILHR guidelines for Wisconsin Youth Apprenticeship programs require approval of the Board of School Directors.

Your Committee recommends that approval be given to begin Wisconsin Youth Apprenticeship programs in *Graphics* and in *Financial Services* in Milwaukee Public Schools for 1993-94.

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(ITEM 6) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of June 16, 1993.

A. Report on the 1993-94 Chapter 1 Program.
B. Report on the MPS Class of '91 Nine Month Follow-up Study.

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Separate consideration having been requested of Item 4, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 4 of the report, relating to parental involvement in the schools, having been set aside for separate consideration, Director Be Bruin moved to adopt the report.

Director De Bruin moved to amend the first sentence of the Committee's recommendation to read:

> The Milwaukee Board of School Directors will ensure that each school form a shared decision making group comprised of at least 33% parent representatives, not more than 50% staff, and at least one student from each grade level at the middle and high school levels.

After discussion, Director Be Bruin requested permission to withdraw his amendment.

There being no objection, the request was granted.

Director Small moved to amend the Committee's recommendations by adding the following:

> Middle and high school students will be represented on the shared decision making groups in the following manner: At least one student will be selected from each grade level at the middle and high school levels. Student representation will not be counted against the staff or the parent-community percentages in the shared decision making groups.

Director Mallory moved a substitute, that the shared decision making group be composed of 49% staff, 51% from the community.

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

Ayes—Directors Johnson, Mallory, Sinicki and Small—4.

Noes—Directors De Bruin, Lucey, Mitchell, O'Neil and President Bills—5.

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

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

Noes—Directors Johnson, Lucey, Mallory, Mitchell and O'Neil—5.

Director Lucey moved to amend the Committee's recommendation to provide for the selection of at least two students at the middle and high school level, without specifying the grade level.

The amendment was adopted, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, Mitchell, O'Neil, Sinicki and Small—7.

Noes—Director De Bruin and President Bills—2.

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

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 9306F2) Your Committee recommends that the proposal of the following contractor to furnish the labor and materials required in connection with the project, in accordance with plans and specifications on file be, and hereby is, accepted; and a contract for furnishing such labor and materials and doing the work be, and hereby is, awarded as follows:

STEAM SUPPLY DESIGN RETROFIT—MILWAUKEE TRADE AND TECHNICAL HIGH SCHOOL

Butters-Fetting Co., Inc., Low bidder, base bid of $99,980.00

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(ITEM 2) (DOC: 9306F3) The Superintendent advised your Committee that:

In 1992-93, Milwaukee Public Schools contracted with Andersen Consulting to develop a long-term strategic plan for technology. The first phase of this plan begins to address the District's **Critical Technology Needs**.

The service that Milwaukee Public Schools provides to its customers is becoming increasingly ineffective due to slow computer response, limited access to information critical to effective decision making, and aging middle school computer equipment and systems. Due to the accelerated requirements for information and the continued growth of terminal use, the transaction processing required of the district's central computer has continued to increase beyond what it can adequately support. The cost of not addressing these problems in 1993-94 includes:

Delays in service
Increasing loss of productivity
Increased risk of system failure

In order to improve computer response time, improve access to information and update aging middle school computer equipment, $1.6 million has been included within the 1993-94 proposed budget to:

Upgrade the current mainframe and operating system
Upgrade the elementary school connection to the mainframe

Implement a relational data base
Replace the middle school computer system

In conjunction with the development of the long-term strategic plan, Andersen Consulting was asked to investigate and confirm or recommend alternatives to the identified critical needs, short-term solutions and 1993-94 funding initiatives. Their report, which was issued to the School Board on April 22, 1993, recommends that Milwaukee Public Schools proceed with all four initiatives in 1993-94.

The lease/purchase of a mainframe computer and operating system software is an important component of the **Critical Technology Needs**. Approval is required now, contingent on Board approval of the 1993-94 proposed budget, to ensure that the computer and operating system is delivered, installed and ready for the opening of the 1993-94 school year.

Competitive sealed proposals were solicited for the computer and operating system. Five vendors submitted responses. The lowest bid was submitted by MLC Group, Inc. at an annual cost of $248,868, including maintenance. This bid is a three year lease on an IBM Model 9121-260. The model 260 will serve the district's needs for a one-year time period. Included with this bid is an option to upgrade to an IBM model 9121-320 at the end of the first year at an additional, one-time cost of $97,500. Through acceptance of the low bid, the district will save $106,000 over the cost of leasing an Amdahl model 350A and $121,000 over the cost of leasing an IBM model 320.

The operating system software (VM/ESA and VSE/ESA) is only available from IBM. Monthly software fees, including maintenance, are dependent upon the size of the computer and will cost the district $12,494 per month or $149,928 annually.

To ensure an efficient transition, the following contracts are also required: an uninterruptable power supply from Storage Battery Systems, the sole provider, for a total of $32,000 including installation and a contract with IBM not to exceed $40,000 to assist in the installation of the operating system software.

In addition, the computer upgrade may require additional funds for software that the district currently uses as the pricing structure of software is oftentimes dependent upon the computer that is used. If any of these price increases require Board action, these will be presented for approval next fall.

Your Committee recommends that the following purchases totaling $470,796 be approved, contingent on approval of the 1993-94 proposed budget:

1. A three-year lease/purchase agreement for an IBM computer, model 9121-260, with the low bidder of MLC Group, Inc. at $248,868 per year, including maintenance, with an option to execute the purchase of an upgrade at the end of the first year of the agreement to a model 9121-320 for an additional, one-time cost of $97,500.

2. A contract with IBM to lease the VM/ESA and VSE/ESA operating system software for a total of $12,494 per month or $149,928 per year, renewable annually.

3. The purchase of an uninterruptable power supply from the sole supplier, Storage Battery Systems, for a one-time cost of $32,000 including installation.

4. A contract with IBM not to exceed $40,000 to assist in the installation of the operating system software.

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(ITEM 3) (DOC9306F4) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchases:

B-5128 40 ea Microcomputer Systems (Facilities & Maintenance)

Note: Thirty-nine of the 79 microcomputers from this bid were awarded to the low bidder, Array of Software, by the Board at its May, 1993, meeting. Additional information requested by the Finance Committee regarding the use of the remaining 40 units has now been provided under seperate cover by Facilities and Maintenance. Your Committee recommends that these 40 units also be purchased from Array of Software for a total of **$43,800**.

B-5132 2 ea Boiler-Burners for Maryland School (Facilities)

Recommend award for the boiler units to the low bidder, Energy Sales, Inc at $38,500; for the feed-water system to the low bidder, Fluid Handling at $6,115; and for the vacuum pump to the low bidder meeting specifications, Fluid Handling at $7,448, for a total purchase of **$52,063.**

B-5133 Printing of Recreation Guides, 3 issues (Community Recreation)

Recommend award to low bidder meeting specifications, Graph X-Press, for a total net price of **$55,689.48.**

B-5134 Door to Door Delivery of 3 Recreation Guides (Community Recreation)

Recommend award to sole bidder, Badger Advertising Co., at a total cost of $**34,425.00** for all three issues.

B-5135 Texas Instruments Calculators (Curriculum & Instruction)

Item #1: 3500 ea Model TI-12
Recommend award to low bidder, Bhards Publishing Company at **$48,650.00** ($13.90 ea).

Item #2: 2540 ea Model TI-34
Recommend award to low bidder, Pyramid School Products, at **$36,055.30** ($14.20 ea).

RFP-0185 Employee Assistance Program (Human Resources)

Competitive Requests for Proposal were solicited from qualified local agencies to provide an Employee Assistance Program for Milwaukee Public Schools for a three year period. Proposals were received from six agencies. An evaluation committee conducted a detailed analysis of the four lowest priced proposals. Based upon that evaluation, the committee recommends an award of contract to the company receiving the highest rating, Centurion Employee Benefits Group, Inc., at a total cost not to exceed **$37,000** for year one; $**39,000** for year two; and **$42,000** for year three.

SS-067, 068, Computer Labs for Various Sites

Garden Homes School

21 LCIII student workstations with IIe cards, 1 file server, 1 printer, and classroom networking; 4 LCIII library stations with CD players; all from Apple Computer for a total of **$52,503**.

Martin Luther King School

Hardware: 8 LCIII student stations, 1 file server, 1 printer, from Apple Computer for a total of $**12,554.**

Software: system software; student software for 13 stations; software maintenance, licensing fees; connecting hardware and cabling; installation; training; all from Computer Curriculum Corporation for a total of **$50,792**.

SS-070 Writing to Read / Write Computer Lab for Silver Spring

Hardware: 12 IBM student stations, 1 file server, 4 station mobile unit, networking peripherals. Software: Writing to Read and Writing to Write software; installation; training; all from IBM for a total of **$47,659**.

SS-071 Various Drug Awareness Novelty Items (Drug Free Schools)

A sole source purchase totaling **$34,360.10** was made from Tee's Plus Screenprinting for various trademarked novelties for drug-resistance education. The price reflects a negotiated discount and free freight.

Upgrade, Expansion, And Replacement Of Chapter 1 Computer Assisted Instruction Labs Using Categorical Funds

School	Description of Proposed Activity and Recommended Award	Cost
Auer Avenue Lab 1	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$32,897
Lee	Upgrade of 25 MacIntosh computers Includes service, security, courseware Vendor: Computer Curriculum Corporation	$12,853
Pierce	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$16,025
27th Street	Addition of 20 TANDY computers to current 30 station lab. Add bilingual courseware, security, and service. Vendor: Josten's Learning, Inc.	$113,500
Wisconsin Ave. Lab 1	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$15,295
Wisconsin Ave. Lab 2	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$15,295
Kluge	Replace existing 8 station ATRAI CAI lab with a 30 station MacIntosh CAI lab. Includes service, security, courseware,wiring. Vendor: Computer Curriculum Corporation	$133,761
Riley	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$30,590
21st Street	Upgrade of 25 station MacIntosh CAI lab to support new technology and courseware. Vendor: Computer Curriculum Corporation	$4,911
Victory	Add reading course to 25 station Josten's CAI lab	$8,584

Vendor: Josten's Learning, Inc.

Vieau	Purchase 10 additional MacIntosh computers to create a 30 station CAI lab. Includes service, courseware, security, electrical wiring. 20 stations will be reallocated from A.E. Burdick to Vieau. Vendor: Computer Curriculum Corporation	$77,190
Trowbridge	Upgrade of 25 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$12,837
Malcolm X	Purchase previously approved by the board. Funds are now availableto implement installation of two 30 station Josten's CAI labs and add 16 stations to current 14 station lab. Vendor: Josten's Learning, Inc.	$270,754
Chapter 1 Parent Center	Hardware upgrade to six station MacIntosh lab to support new technology and courseware. Vendor: Computer Curriculum Corporation	$4,911
Kosciuszko	Replace 24 station ATARI CAI lab with 30 station MacIntosh lab. Includes bilingual, ESL courses, service, security, and courseware. Local schoolwide funds are the source. Vendor: Computer Curriculum Corporation	$129,153
Steuben	Create a 16 station ATARI CAI lab. Move 8 station ATARI CAI lab from Kluge. Add 8 ATARI stations from Malcolm X Academy. Includes service and courseware. Vendor: Computer Curriculum Corporation	$8,312
Project STAY	Replace 8 station ATARI CAI lab with 8 station MacIntosh lab. Includes service, security, and courseware. Vendor: Computer Curriculum Corporation	$52,187
North Division	Establish a 24 station MacIntosh CAI lab as a parent-student center. Local Chapter 1 Innovative Project money will be the funding source. Includes service, wiring,security and courseware. Vendor: Computer Curriculum Corporation	$137,789
South Division Lab 221	Upgrade of 24 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$14,939
South Division Lab 328	Upgrade of 24 TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$14,939
Washington	Upgrade of 24 station TANDY 286 computers. Includes service, security, courseware. Vendor: Computer Curriculum Corporation	$30,118

All Saints	Add 4 ATARI stations from Malcolm X Academy. CAI lab will have a total of 8 ATARI stations. Includes service, courseware. Vendor: Computer Curriculum Corporation	$7,455
Catholic East	Add 4 ATARI stations from Malcolm X Academy. CAI lab will have a total of 8 ATARI stations. Includes service, courseware. Vendor: Computer Curriculum Corporation	$7,455
Saint Adalbert	Replace existing 6 station ATARI CAI lab with 8 station MacIntosh CAI lab. Includes service, security, courseware and electrical wiring. Vendor: Computer Curriculum Corporation	$60,920
Saint Leo	Add 2 ATARI CAI stations from Malcolm X to current 6 ATARI stations. Includes electrical wiring, service, and courseware. Vendor: Computer Curriculum Corporation	$7,455
Saint Matthew	Replace existing 6 station ATARI CAI lab with 8 station MacIntosh CAI lab. Includes service, security, courseware and electrical wiring. Vendor: Computer Curriculum Corporation	$60,920
Siloah Lutheran	Add 4 ATARI stations from Malcolm X Academy. CAI lab will have a total of 8 ATARI stations. Includes service, courseware. Vendor: Computer Curriculum Corporation	$7,455
Urban Day	Add 4 ATARI stations from Malcolm X Academy. CAI lab will have a total of 8 ATARI stations. Includes service, courseware. Vendor: Computer Curriculum Corporation	$7,455
Excel-South	Replace 4 station ATARI CAI lab with 6 station MacIntosh lab. Includes service, courseware, electrical wiring, security. Vendor: Computer Curriculum Corporation	$47,069
Cornerstone	Move server and 8 ATARI stations from Malcolm X Academy. Establish 12 station ATARI CAI lab at Cornerstone. Includes courseware. Vendor: Computer Curriculum Corporation	$8,130
Cass Street	Purchase 16 station MacIntosh lab. School will purchase 4 additional stations from local funds. Includes wiring, service, courseware, security, and electrical wiring. Vendor: Computer Curriculum Corporation	$94,217
37th Street	Purchase 16 station MacIntosh lab. School will purchase 4 additional stations from local funds. Includes service, courseware, security, and electrical wiring. Vendor: Computer Curriculum Corporation	$101,411

Ultra Lad Lake	Six station MacIntosh CAI lab. Includes electrical wiring, service, courseware, and security. Vendor: Computer Curriculum Corporation	$47,069
Phoenix	Eight station MacIntosh CAI lab. Includes electrical wiring, service, courseware, and security.School will contribute 4 MacIntosh computers to create 12 station lab. Vendor: Computer Curriculum Corporation	$55,449
OIC	8 station TANDY CAI lab will be moved from Hayes to OIC. Costs include service, upgrade, security. Vendor: Computer Curriculum Corporation	$11,799
CYD	Eight station MacIntosh CAI lab. Includes electrical wiring, service, courseware, and security. Vendor: Computer Curriculum Corporation	$54,987
UCC	Move 8 station ATARI CAI lab from Vieau to UCC. Includes electrical wiring and service. Vendor: Computer Curriculum Corporation	$7,455
St. Charles	Move 8 station ATARI CAI lab from Project STAY to St. Charles. Includes electrical wiring and service. Vendor: Computer Curriculum Corporation	$7,455
SDC	Move server from Kosciuszko Middle School. Eight ATARI stations moved from Kosciuszko. Includes electrical wiring, service, and courseware. Vendor: Computer Curriculum Corporation	$7,455

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(ITEM 4) (DOC: 9306F8) The Superintendent advised your Committee that:

The following schools have requested additional budgetary changes within their local school budgets for the 1992-1993 school year as follows:

School	**Budgetary Change**	**Cost**
Hamilton High School	Part-time Certificated Account	$10,075
68th St. Alternative	Substitute Teacher Account	$35,000

Hamilton High School is requesting that $10,075 be transferred to the part-time certificated account so that the school may pay to have sufficient personnel to cover events for the remainder of the 1992-93 school year.

68th St. Alternative School is requesting a transfer of $35,000 to the substitute teacher account. The principal retired on December 18, 1992, and a substitute teacher was needed for the class of the 68th St. school teacher who is underfilling in the principal's position.

All schools are requesting to transfer funds to areas of need for their respective buildings.

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

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(ITEM 5) (DOC: 9306F9) The Superintendent advised your Committee that Fund transfers have been requested as follows:

Unit	Amount	From	To	Rationale
Human Resources	$11,486	Health Insurance	Grievance Settlements	To pay for settlements reached in two grievances filed by the ASC.
Special and Contingent Funds	$10,000	Health Insurance	Theft and Vandalism	This account is used to underwrite the cost of equipment losses incurred by the schools and program accounts due to theft and vandalism. The account was funded in the amount of $75,000 in the budget and is fully expended.
Various	$40,000 $50,000 $75,000 $7,000 $7,000 $30,000 $6,000 $35,000	Health Insurance Health Insurance Health Insurance Emotionally Disturbed Curriculum and Instruction Exceptional Education Internal Audit Facilities & Maintenance Services	Student Services Accounting Payroll (Internal transfer) (Internal transfer) (Internal transfer) (Internal transfer) (Internal transfer)	Data processing services are provided to users on a charge-back basis. These transfers will bring budgets in line to more accurately reflect operating costs. A more detailed rationale and fiscal note has been made a part of the minutes of your Committee's meeting of June 17, 1993.
Schools and various central office	$800,034	Health Insurance	Various	As reported previously, the arbitrator issued the award in the interest arbitration case between the Board and the Teacher Aide Unit. This award covers calendar years 1991 and 1992. Most of the money to cover the award is included in the current budget. The transfer is for the amount not included. A detailed fiscal note has been made a part of the minutes of your Committee's meeting of June 17, 1993.

Your Committee recommends that the above identified fund transfers be authorized.

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(ITEM 6) (DOC: 9306F10) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	PTO	$509	Apple IIe Computer disks

PTO	$240	VCR for Classroom use

Allen-Field	Wis. Bell	$1,348	Course/Expenses:Problem Solving
Auer Avenue	School funds	$6,307	Field trips, materials and supplies
Barton	PTO	$2,228	Copy Machine
	Special Projects	$1,228	Copy Machine
	School funds	$2,243	Office Furniture/Office Lounge Furniture
	School funds	$8,204	Copy Machine
Bay View	Charles Jonas	$1,699	Laser Discs/Player/speakers/receivers
Burbank	PTO	$440	Stretch Screens/Window Screens
	PTO	$2,300	Computer Equipment
	PTO	$1,020	Rm. Allotments-Instruc. Materials
	PTO	$700	Camcorder
	PTO	$950	Awards-Homework, Teddy Bear Tea, Cadets, etc.
	PTO	$1,450	Field trips
	PTO	$305	Special Programs
	PTO	$60	Young Authors
Cooper	B. Williams	$50	Math Blaster Plus
	Therese Heiman	$185	13 model houses/display
Curtin	School Fund	$7,200	Sch. Prog. & Future comp., equip., & Ed. supp.
	School Fund	$1,740	School materials/Carnival-teacher appreciation
Dover	John Goebel	$1,000	Computer system
Fernwood	PTA	$250	Refrigerator
	School funds	$244	VCR and computer program
	PTA	$50	Carmen Sandiego Apple IIE/Computer
Fifty-third St	PTO	$1,265	Field Trips/Tchr Conv. Fnds/Raincoats for Cadets, etc.
	PTO	$4,275	Camcorder & TV
	PTO	$825	Artist Proj/Phy Ed Rope/Library books
Forest Home Av	Private Industry Council	$500	Career Days
Fritsche	PTSA	$350	Attendance/Incentive awards
	PTSA	$350	Drug Awareness Week
Garland	PTO	$189	Salt Spreader for walkways
Goodrich	PTA	$1,555	Int'l. Prog/field trips, Convention Spending
Grant	PTO	$32	Ice Cream treat for student involv./Iowa Testing
	PTO	$2,800	Computer Gift & 1993 Book Giveaway
	School Fund	$294	Printer Cables
	School funds	$2,640	Computer equipment
Grantosa Drive	PTA	$200	School programs
	Geraldine Pelegano	$50	Library books
Greenfield	LaFarge Lifelong Learning Institute	$100	Mittens for needy students
Hamilton	Firstar Bank	$700	Staff picnic 6/11/93
	Ameritech	$500	Fax modem
Humboldt Park	PTA	$200	Volunteer luncheon and supplies
King	School funds	$2,250	Snack machine
	Ameritech	$500	Fax modem
	Mrs. Carol Mayer Woods	$300	Student Use
King, Jr.	Journal/Sentinel	$2,672	Fred Luster Mentor Prog.
	Private Industry Council	$500	School use
	Kay Sullivan	$10	Choir Fund

Lady Pitts	Kiwanis Club of Pewaukee	$160	Award Luncheon
	Mykonos	$604	Social Skills Luncheon
	Private Industry Council of Milw. Co.	$500	Incentives
Lafollette	Flora Odom-Flagg	$1,500	Rm. 34 Earth Shuttle Ed. Prog.
	Harriet Forman	$85	Rm. 34 Earth Shuttle Ed. Prog
	Taylor & Assoc.	$100	Rm. 34 Earth Shuttle Ed. Prog
	Pyramid Chiropractic Clinic	$100	Rm. 34 Earth Shuttle Ed. Prog
	Dr. Howard Fuller	$300	Rm. 34 Earth Shuttle Ed. Prog
	Nat'l. Coalition of Black Men	$350	Rm. 34 Earth Shuttle Ed. Prog
	Senator Herbert Kohl	$250	Rm. 34 Earth Shuttle Ed. Prog
	Green Bay Packers	$200	Rm. 34 Earth Shuttle Ed. Prog
	Linda Altmayer	$10	Rm. 34 Earth Shuttle Ed. Prog
	Kathleen Quirk	$50	Rm. 34 Earth Shuttle Ed. Prog
	Milw. Co. Mental Hlth Complex	$600	Rm. 34 Earth Shuttle Ed. Prog
	Nat'l. Coal. of Black Men	$100	Rm. 34 Earth Shuttle Ed. Prog
	Ann Buchanan	$15	Rm. 34 Earth Shuttle Ed. Prog
	Sue Grady	$15	Rm. 34 Earth Shuttle Ed. Prog
	Jim McCoy	$10	Rm. 34 Earth Shuttle Ed. Prog
	Shiloh M.B. Church	$220	Rm. 34 Earth Shuttle Ed. Prog
	Madeline Vranek	$10	Rm. 34 Earth Shuttle Ed. Prog
Lincoln Center	Milwaukee Bucks	$274	Bucks Basketball tickets
Lowell	McDonald's	$100	RIF books
Maple Tree	PTO	$2,643	Busses to Art Museum/Copy Machine
	PTO	$200	Bowling Field Trips/busses
	PTO	$322	Casio Keyboard-Music Dept./Drying Rack-Art Dept.
Marshall	MARVA Audio Studio	$500	Studio Time/training students
Milwaukee Spanish Im.	Earle & Collette Engerson	$63	School Use
	Book Bay Children's Books	$30	Art Classroom Use
	PTA	$4,100	Classroom/Library purchases, RIF
	PTA	$5,428	Newsletter/field trip/School Prog/etc
	Roger & Barbara Quindel	$1,045	School use/Library Art books
	Jon/Robin Deuster	$50	Library Art Books ($50)
	Mary Reyes-Perez	$47	Cash-field trip
	Private Industry Council of Milw. Co.	$500	Scholarship Grant for school use
Milwaukee Tech	Thomas J. Bayer Memorial Fund	$488	Computer printer and card
	Harnischfeger Corp.	$6,000	Two scoreboards
	Schroeder Plumbing Co.	$10,967	Fittings/Soldering teaching for students
	Ameritech	$500	Fax modem
MPS	Harcos Chemical Group	$100	Microfiche Reader
	Marquette Elec. Found.	$1,000	Parent Conference
	Variety Club of Wisconsin	$3,000	Assistive Technology equipment
	Marquette University	$240	Special Olympics
	Carol Ann Wunderer	$18	Special Olympics
MPS-Dinner with Supt.	Wis. Gas Co.	$50	Grab bag prizes
	Wis. Gas Co.	$300	Banner
	Carlson Mktg. Corp.	$20	Sweatshirt/prize/Supt. Dinner
	Fan Fair Stores	$576	48 pr shorts
	Kirsten Nyrop	$100	100 Summerfest pins and prizes
	Kopp's Frozen Custard	$25	5 gift Certificates
	Iberia's Kitchen	$20	Gift Certificate

Check Cashing/Place-. Comm/Fin. Service Ctr	$250	Cash-Disney Trip

MPS-Dinner with Supt.	Grunau Co., Inc.	$600	Cash-Disney trip
	WI Energy Corp. Found.	$550	Dinner expenses
	Walker Music, Inc.	$250	2/tape-boom boxes
	Rotary Club of Milw.	$1,000	Dinner expenses
	McDonald's Corp.	$225	350 coupons
	Chi-Chi's Mexican Restaurant	$40	4 dinners
	Bouchard's Sports Wear	$75	3 gift certificates
	American TV & Appliance	$90	Boom Box
	Milwaukee Brewers		Brewer helmets, jackets etc.
	Milwaukee Brewers		autographed photos, logos
	Milwaukee Bucks		student to serve as Team attendant
Neeskara	Burger King	$120	Crayons
Pulaksi	Ameritech	$500	Fax modem
	ADAMM	$2,000 event	Field Trip to New York/auto skills
	Private Industry Council	$500	Student Incentives
	Chevrolet Motor Division	$20,000	1993 Chevrolet Astro Van/
Riverside	Rotary Club	$10,364	Refurbish Greenhouse
	Ameritech	$500	Fax modem
Scott	PTO	$300	8th Grade Completion ($300.)
	PTO	$500	8th Grade Completion
	PTO	$65	Special Olympics
	PTO	$400	Awards Night Program
	PTO	$100	Coolers
	Milwaukee Bar Association	$50	Student awards
Sholes	PTSO	$125	Book Fair
	TIME Insurance	$1,200	Copy machine
Sixty-Fifth St	Valerie Sauve	$25	Fun Fair
South Division	Ameritech	$500	Fax Modem
	William Kay	$99	Microwave Oven
Townsend	Staff Fund #28031	$3,000	Refrigerator/Library & Ed. Supplies
	FOT Parent Club	$3,000	Musical Instruments Field
Trip/Programs			
Trowbridge	Gr. Milwaukee Educ. Inc.	$250	Incentive Gifts ($250.)
	Private Industry Council	$500	Incentive Gifts
Twenty-First St	PTO	$1,200	Gift to each grade
Urban Waldorf	School sales & service	$200 club	3 used Singer Sewing machine/sewing
Vincent	Mr. Thomas Seery	$150	Groundwater Model
	WI Electric Power Co.	$575	Seven trees for arboretum
Washington	Marshfield Clinic	$1,000	Science Award
	Ameritech	$500	Fax modem
	TOTAL	$159,695	

* * * * *

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

* * * * *

(ITEM 7) (DOC: 9306F11) The Superintendent advised your Committee that:

Thurston Woods Primary School serves kindergarten through the third grade. When the school was established, the designation of a feeder school for students entering the fourth grade was postponed.

At the August 1992 Instruction and Community Relations Committee, representatives from Thurston Woods School discussed the need for a feeder school. The Committee directed the administration to make a recommendation relative to a feeder school at the October 1992 meeting.

The Committee considered the administration's recommendations in October. Subsequently, at its meeting on November 2, 1992, the Board adopted the following.

1. *That for the 1993-1994 assignment process, the families of the sixteen third graders at Thurston Woods Campus be given the following assignment options:*
   - *•Be given an assignment preference for available seats at their region or attendance area school that has an Individually Gifted Education (IGE) focus;*
   - *•Remain at the Thurston Woods Campus for the 1993-1994 school year in a multi-age grouping;*
   - *•Automatic assignment to their attendance area school for grade four if student does not receive one of their three choices during the school selection.*
2. *That the administration begin to work with the Thurston Woods School Community and other schools with or without similar instructional focus to establish a feeder school for the 1994-1995 school year.*

These assignment options have been implemented for the current third graders at Thurston Woods. The school community has now competed its report A copy of the report has been made a part of the minutes of your Committee's meeting of June 17, 1993. Parents, staff and community members were present to answer Committee members' questions.

After weighing all options, the Thurston Woods Community is requesting the inclusion of $7,000,000 in the 1993-94 budget to build a new grades 4-8 school on the Thurston Woods Campus.

Given the current financial constraints facing the district, the administration is unable to support this recommendation and is requesting that other options be investigated further, with a report back to this Committee in October of this year. This would allow a decision in time for the 1994-95 student assignment process.

Your Committee recommends that the administration work with appropriate staff, the parent advisory groups, the school communities and the parent groups of both Carleton and Thurston Woods to develop and plan for how Carleton can be changed into a K-8 school, and bring back recommendations, including options that include Carleton as a possible feeder school, in October of this year. Recommendations brought back are to include statements regarding the fiscal impact, program changes, and how other attendance area youngsters will be impacted.

* * * * *

(ITEM 8) (DOC: 9306F12) The Report of the Instruction and Community Relations Committee before the Board this evening contains a recommendation to approve the program contained in the educational specification document for Lincoln Center Middle School of the Arts (Item 2).

The Superintendent recommended to your Committee on Finance and Facilities that authorization be given to proceed with planning for the renovations at Lincoln Center Middle School of the Arts.

Your Committee forwards this item to the Board out of Committee without recommendation, pending receipt of additional information from the administration.

* * * * *

(ITEM 9) (DOC: 9306F14-9305B9) The Superintendent advised your Committee that:

At its meeting on May 26, 1993 (Proc. p 45-46), the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

WHEREAS, The number of seats for alternative education students needs to be increased in order to provide an alternative education program for those students who cannot succeed in a traditional classroom setting, and

WHEREAS, Additional alternative education program seats are also required so that students returning from correctional institutions can receive the special services needed prior to being placed in a traditional classroom setting, and

WHEREAS, The current capacity of MPS buildings does not allow the District to meet the needs of all alternative education students, and

WHEREAS, Evening programs could be established in MPS buildings at a cost lower than the current day program cost; therefore, be it

RESOLVED, That special evening alternative education programs be developed and staffed by MPS teachers in MPS buildings for students who cannot succeed in a traditional classroom setting and for those students returning from correctional institutions, and be it

FURTHER RESOLVED, That students assigned to these programs remain in the program for a minimum of one year, with the understanding that documented progress would result in reintegration into a regular school.

Your Committee recommends that as a potential approach to addressing the needs of these students the administration perform a feasibility study of the desirability of the proposal identified in the resolution and bring back recommendations to the Committee.

* * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters. These reports have been made a part of the minutes of your Committee's meeting of June 17, 1993.

A. Progress Report on the Capital Improvement Program.

B. Statement of Revenues:

The Superintendent submitted the following Statement of Revenues for the month ending May 31, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$562,461,086	$7,447,341	$569,908,427	$427,674,566	$142,233,861	75.0%
Categorically Aided	48,799,303	10,000,253	58,799,556	42,682,381	16,117,175	72.6%
School Nutrition	23,083,231	128,511	23,211,742	19,373,826	3,837,916	83.5%
Construction	22,800,000	5,000,070	27,800,070	7,900,991	19,899,079	28.4%
Extension	6,266,245	47,958	6,314,203	5,586,988	727,215	88.5%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses for the month ending May 31, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$562,461,086	$7,447,341	$569,908,427	$484,278,144	$85,630,283	85.0%
Categorically Aided	48,799,303	10,000,253	58,799,556	47,793,066	11,006,490	81.3%
School Nutrition	23,083,231	128,511	23,211,742	20,179,351	3,032,391	86.9%
Construction	22,800,000	5,000,070	27,800,070	9,945,926	17,854,144	35.8%
Extension	6,266,245	47,958	6,314,203	5,104,052	1,210,151	80.8%

(1) Represents 1991-1992 appropriations carried over to the 1992-1993 fiscal year and Board approved transfers during the 1992-1993 fiscal year.
(2) Encumbrances and expenditures included through May 31, 1993 and payrolls through May 21, 1993.

D. Monthly Expenditure Control Report.

E. Report on the Summer Food Service Program

* * * * *

Separate consideration having been requested of Items 8 and 9, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 8 of the report, relating to renovations at Lincoln Center Middle School of the Arts, having been set aside for separate consideration, Director Lucey moved that authorization be given to proceed with planning for the renovations at Lincoln Center Middle School of the Arts.

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

Ayes—9; Noes—0.

Item 9 of the report, relating to evening alternative education programs for MPS students, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

Director Small moved to amend the report to provide that the report be brought back in September.

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

Ayes—9; Noes—0.

The question being on adoption of the report as amended, the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

BUDGET COMMITTEE

Director Mallory presented the following report for the Budget Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Budget presents the following report on the 1993-1994 budget:

(ITEM 1) With respect to the 1993-1994 **School Operations Fund Budget**, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget dated June 1, 1993 as amended below.

Increases (decreases) in expenditures and revenues:

		Expenditures	Revenues
1	Adjustment to State Equalization Aid		$2,100,000
2	Restore 5 positions: WYMS -adopted subject to provisions stated in Note 1 below	$109,000	109,000
3	Restore one position of admin. specialist Increase Contingent Fund Eliminate startup funding for Minowaki	73,000 10,000 (83,000)	
4	Restore car allow: SE Asian/Nat. Amer. Reduce Board travel	4,740 (4,740)	
5	Adjust lease payments MEC & Grand Avenue	(369,907)	
6	Classified pension adjustment	(1,000,000)	
7	Adjustment to health insurance	(700,000)	
8	Reduce Contingent Fund	(800,000)	
9	Eliminate funding-Social Develop. Comm.	(157,200)	
10	Eliminate SuperSchool initiative	(200,000)	
11	Eliminate theft and vandalism account	(90,000)	
12	Eliminate managerial effectiveness study	(122,000)	
13	Reduce tuition reimbursement	(280,000)	
14	Reduce indigent pupil fees and supplies	(150,000)	

15	Eliminate 3rd yr. supplemental funds-new sch.	(100,000)	
16	Eliminate textbook adop.-Art & Trade/Tech.	(349,900)	

Increases (decreases) in expenditures and revenues:

		Expenditures	Revenues
17	Eliminate 17 elementary school safety aides	(125,930)	
18	District shutdown-3 non-school days (subject to negotiations to the extent legally necessary with all affected bargaining units)	(5,904,180)	
19	Across the board reductions of 2. 64% except School Nutrition, Transportation Operations, Finance, Human Resources, Debt Service, District Insurance, Utility Accounts and the Construction Fund	(11,992,400)	
20	2.64% reduction and 3 day shutdown from Extension Fund		228,686
21	Eliminate 2 school safety specialists Create assistant school safety specialist	(50,000) 45,000	
22	Additions to Hi-Mount school budget Reductions in central accounts: See Note 2	679,529 (679,529)	
23	Exceptional Education Transfers: decentralized vs. centralized budgets: Fritsche Middle School Malcolm X Academy Vieau Elementary School Pleasant View School Excep. Educ. Centralized Accounts See Note 3	 51,089 (51,089) (12,316) (1,133) 13,449	
24	**TOTAL**	**($22,237,517)**	**$2,437,686**

Note 1: With respect to the restoration of positions for WYMS, your Committee recommends that:

1. The five locally funded positions that count towards Corporation for Public Broadcasting funding (Station Manager, Media Specialist-Music, Media Specialist-News, Media Specialist-Special Projects, Radio Engineer) be restored, with funding to be provided as follows: $100,000 from funds included in the Superintendent's original budget; $34,000 from the Friends of WYMS; and up to $75,000 provided by a donor who wishes to remain anonymous. Funding is for 1993-94 only, but discussions about future funding can take place.

2. The Board approve the anonymous donor's condition that all current jazz programming continue.

3. The Friends of WYMS shall contribute the $34,000 it has in private accounts to the MPS account, with a note that it is to be payable to WYMS.

4. The administration, WYMS staff and the Friends of WYMS will present to the Board at its August, 1993 meeting a plan to show how funds will be used for the 1993-94 school year.

5. No later than October, the administration, WYMS staff and the Friends of WYMS will present to the Board a plan to allow for a three year phase-out of all local Board funding for WYMS radio, including a timeline of fundraising activities for both the Friends of WYMS as well as fundraising efforts to be conducted by WYMS staff.

Note 2: With respect to Hi-Mount School, your Committee recommends that $679,529, including 11.36 positions, be transferred from various central accounts to the local school budget for Hi-Mount school in order to give the school greater local control over decision making, in accordance with the detailed fiscal note submitted by Director De Bruin which has been made a part of the minutes of your Committee's meeting of June 28, 1993.

Note 3: With regard to the Exceptional Education and Supportive Services budgets, your Committee recommends that the correction of the decentralized vs. centralized budgets for Malcolm X Academy, Fritsche, Vieau and Pleasant View Schools be approved as detailed in the Superintendent's communication dated June 28, 1993. The communication has been made a part of the minutes of your Committee's meeting of June 28, 1993.

B. That the following resolution, based on the Superintendent's recommended budget as amended, be adopted:

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 $599,214,523 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 1993-1994; and that $224,229,441 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 1993, 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) With respect to the 1993-1994 **Construction Fund Budget,** your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget dated June 1, 1993 as amended below.

Increase in expenditures and revenues

		Expenditures	**Revenues**
	Approve amended 10-Year Capital Plan	$11,400,000	$11,400,000
	TOTAL INCREASES	**$11,400,000**	**$11,400,000**

B. That the following resolution, based on the Superintendent's recommended budget as amended, be adopted:

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 $19,300,000 will be required for 1993-1994 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 1993, said amount to be in addition to the money received from other miscellaneous sources.

* * * * *

(ITEM 3) With respect to the 1993-1994 **Extension Fund Budget,** your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget dated June 1, 1993 as amended below.

Decrease in expenditures and revenues

		Expenditures	Revenues
	2.64% across the board reduction	($159,541)	($159,541)
	3 day shutdown	(69,145)	(69,145)
	TOTAL DECREASES	**($228,686)**	**($228,686)**

B. That the following resolution, based on the Superintendent's recommended budget as amended, be adopted:

> 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 $6,291,015 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1993-1994, and that $4,505,559 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 1993, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Director Mallory moved to suspend Board Rule 1.07 (2) regarding Committee meetings held less than 48 hours before a Board meeting in order to receive and consider the report of the Budget Committee.

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

Ayes—9; Noes—0.

Director Mallory moved to adopt the report of the Budget Committee.

The Chair ruled that the Superintendent's communication on budget amendments laid on the table earlier in the meeting was now before the Board for consideration.

Director Mallory moved to amend the budget by adopting the Superintendent's first proposed amendment regarding Local 950 position changes:

Position	From	To	Change
Boiler Attendant Trainee	0.00	40.00	40.00
Boiler Attendant	79.00	65.00	(14.00)
Building Service Helper II	83.00	60.00	(23.00)
Building Service Helper I	305.49	467.49	0.00
Total	467.49	467.49	0.00

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

Ayes—9; Noes—0.

Director Mallory moved to amend the budget by adopting the Superintendent's second proposed amendment:

Adjustment to Actual Pension Contribution	
Reduction of the classified pension (city) account based on action by the City of Milwaukee Annuity and Pension board on June 28, 1993	($1,000,000)
Restoration of Various Programs and Accounts	
Restoration of 17 (30 hour) elementary school general aides	125,930
Restores the Birth to Three, exceptional education program	78,000
Reduces across-the-board reduction for exceptional education from 2.64% to 1.67%	575,870
Restores monies for the trade and technology textbook adoption for the general building construction class	20,200
Restores dollars to the District Contingency Fund	200,000
Total	$ 0

Director Mallory moved to amend the amendment to provide that the Birth to Three program be funded for the 1993-94 school year only, that the program be self-sufficient for the 1994-95 school year and that external sources be found to fund the program.

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

Ayes—9; Noes—0.

Director Mallory moved to approve the balance of the Superintendent's proposed amendment, with the exception of the restoration of $200,000 to the contingent fund.

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

Ayes—9; Noes—0.

The Board was in recess from 8:50 to 9:05 PM.

The question being on the restoration of $200,000 to the contingent fund, the funds were restored, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

Director O’Neil moved to amend the report by restoring $241,818 to the Department of Facilities and Maintenance for two garage attendant positions and four window washer positions, and to reduce the contingent fund by $241,818.

Director De Bruin moved a substitute, to restore $100,000 to the Department, with a corresponding $100,000 reduction in the contingent fund.

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

Ayes—Directors De Bruin and O'Neil—2.

Noes—Directors Johnson, Lucey, Mallory, Mitchell, Sinicki, Small and President Bills—7.

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

Ayes—Director O'Neil—1.

Noes—Directors De Bruin, Lucey, Mallory, Mitchell, Sinicki, Small and President Bills—7.

Voting "present"—Director Johnson—1.

Director Johnson requested permission to change his vote to "no."

There being no objection, the request was granted.

Director Sinicki moved to increase the applied surplus by $200,000 and to reinstate funding for the Minowaki school planning by $80,000 and the art textbook adoption by $120,000.

Director Lucey requested separation of the question.

The question being on the funding for Minowaki, Director Mallory moved to amend the motion to provide $80,000 for the purpose of curriculum development and planning, with the goal of retaining and improving the academic achievement of American Indian children.

The amendment was adopted by consensus.

Director De Bruin moved to amend the motion by reducing the funding from $80,000 to $40,000, with the monies to come from a contingent fund reduction.

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

Ayes—Directors De Bruin and Lucey—2.

Noes—Directors Johnson, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—7.

Director Mitchell moved to amend the motion to provide that $80,000 be set aside for planning, with the money not to be expended until the administration bring back a plan and it is approved by the Board.

The amendment was adopted by consensus.

The question being on the original motion by Director Sinicki as amended, the motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, Mitchell, O'Neil, Sinicki, Small and President Bills—7.

Noes—Directors De Bruin and Lucey—2.

The question being on the second part of the motion, the restoration of $120,000 for art textbooks, the motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Lucey—2.

Director Small moved that funding be restored for the Human Relations program in the amount of $241,000, with a corresponding reduction in the contingent fund.

Director Johnson disqualified himself from consideration of the motion.

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

Ayes—Directors Sinicki and Small—2.

Noes—Directors Be Bruin, O'Neil, Lucey, Mallory, Mitchell and President Bills—6.

Temporarily absent—Director Johnson—1.

The question being on the approval of the 1993-94 School Operations, Construction and Extension Fund budgets as amended, the budgets were adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mallory, Mitchell, O'Neil and Small—6.

Noes—Directors Johnson and Sinicki—2.

Voting "present"—President Bills—1.

Director Mallory moved to adopt the following resolutions:

1. 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 $599,414,523 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 1993-1994; and that $224,229,441 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 1993, pursuant to the provisions of

Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

2. 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 $19,300,000 will be required for 1993-1994 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 1993, said amount to be in addition to the money received from other miscellaneous sources.

3. 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 $6,291,015 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1993-1994, and that $4,505,559 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 1993, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The resolutions were adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mallory, Mitchell, O'Neil, Sinicki and Small—7.

Noes—None.

Voting "present"—Director Johnson and President Bills—2.

Director Sinicki requested permission to change her vote from "aye" to "present" on the adoption of the resolutions.

There being no objection, the request was granted.

REPORTS OF SPECIAL COMMITTEES

The Interim Secretary-Business Manager presented eight reports of expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Mallory moved to accept the reports of the Independent Hearing Panels of May 27 at 9:00 and 10:00 AM; June 1; June 3; June 7 at 9:00 and 11:00 AM; June 10, and June 11, 1993.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

Temporarily absent—Directors De Bruin, Johnson, and Mitchell—3.

NEW BUSINESS

Director Small moved to suspend Board Rules and cancel the July Committee meetings.

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

Ayes—6; Noes—0; Temporarily absent—3.

COMMUNICATIONS AND PETITIONS

The Interim Secretary-Business Manager presented the following communications and petitions:

Four communications from the Milwaukee Building and Construction Trades Council relative to prevailing wage rates.

Referred to the Committee on Personnel and Negotiations.

Request from the West Division Alumni Association for permission to hold a fund-raising event at Custer High School.

Ordered held at the Board level for consideration at the July Board meeting.

RESOLUTIONS

By Director Johnson:

WHEREAS, The Board of School Directors has instituted a policy that all Milwaukee Public Schools students in ninth grade will take algebra; and

WHEREAS, There is a need for Milwaukee Public Schools students to perform at high levels in math, science and critical thinking; and

WHEREAS, Math and algebra are necessary and valuable skills for students to possess; and

WHEREAS, Much preparation is necessary in developing skills to be successful in ninth grade algebra, therefore be it

RESOLVED, That the Administration evaluate what math skills are needed at each level in order to provide students the maximum ability for success in algebra; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors adopt supporting policies that will provide for on going mathematical skill development prior to the ninth grade level.

Referred to the Committee on Instruction and Community Relations

The Board adjourned at 10:55 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUMMARY OF 1993-1994 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	59,959,708
MIDDLE SCHOOLS		52,085,058
ELEMENTARY SCHOOLS		105,594,443
HI-MOUNT BOULEVARD SCHOOL		1,926,906
K-8 SCHOOLS		11,933,004
EXCEPTIONAL EDUCATION ALTERNATIVE SCHOOL		2,492,319
SCHOOL CONTINGENCY		4,817,250
SCHOOL SAFETY		1,921,981
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		5,246,693
VISUALLY IMPAIRED		476,377
PHYSICALLY HANDICAPPED		2,954,563
HEARING IMPAIRED		1,232,775
HOME AND HOSPITAL INSTRUCTION		304,733
LEARNING DISABILITIES		7,018,463
SPEECH/LANGUAGE DISABILITIES		6,094,992
EMOTIONALLY DISTURBED		5,962,917
SCHOOL TO WORK TRANSITION		872,577
COGNITIVE DISABILITIES		6,158,246
PSYCHOLOGICAL SERVICES		4,052,343
SCHOOL SOCIAL WORK SERVICES		4,509,357
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		424,143
INSTRUMENTAL MUSIC		1,067,084
MUSIC FESTIVAL		86,358
SCIENCE MATERIAL/INSERVICE CENTER		173,931
URBAN HOUSEHOLD REHABILITATION		120,305
SCHOOL TO WORK		60,527
INTERSCHOLASTIC ACADEMICS		194,719
BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE		1,918,973

SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM	179,464

COMMUNITY RECREATION AND EDUCATIONAL SERVICES		
INTERSCHOLASTIC ATHLETICS		2,675,815
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		4,520,107
ALTERNATIVE SCHOOLS		3,931,472
SCHOOL AGE PARENTS		921,030
EVENING HIGH SCHOOL		0
SUMMER SCHOOL		1,653,156
TOTAL PROGRAM ACCOUNTS	**$**	**303,541,789**
ADMINISTRATION		
BOARD OF SCHOOL DIRECTORS	$	275,683
EDUCATIONAL FUNCTIONS		
OFFICE OF GOVERNANCE AFFAIRS	$	738,364
OFFICE OF SUPERINTENDENT		670,657
DEPARTMENT OF SCHOOL SUPPORT AND ACCOUNTABILITY		2,338,457
DEPARTMENT OF CURRICULUM AND INSTRUCTION		4,422,840
OFFICE OF RESEARCH		477,521
DEPARTMENT OF BILINGUAL/MULTICULTURAL EDUCATION		472,039
DEPARTMENT OF EXCEPTIONAL EDUCATION AND SUPPORT SERV.		3,267,953
DEPARTMENT OF ALTERNATIVE PROGRAMS		585,681
DEPARTMENT OF PUBLIC AFFAIRS		991,301
TOTAL EDUCATIONAL FUNCTIONS	**$**	**13,964,813**
BUSINESS FUNCTIONS		
SECRETARY BUSINESS MANAGER	$	0
HISTORICALLY UNDERUTILIZED BUSINESS		132,208
DIVISION OF INTERNAL AUDIT		0
DIVISION OF BUSINESS SUPPORT SERVICES		70,616,484
DIVISION OF FACILITIES AND MAINTENANCE SERV.		41,417,708
DEPARTMENT OF HUMAN RESOURCES		2,546,226
DEPARTMENT OF FINANCE		8,388,614
TOTAL BUSINESS FUNCTIONS	**$**	**123,101,240**
TOTAL ADMINISTRATION	**$**	**137,341,736**

OTHER ACCOUNTS		
EMPLOYEE BENEFITS	**$**	125,660,107
DISTRICT INSURANCES AND JUDGMENTS		5,002,000
DEBT SERVICE		5,406,335
SPECIAL AND CONTINGENT FUNDS		24,253,972
BUDGET OFFSETS		-1,791,416
TOTAL OTHER ACCOUNTS	**$**	**158,530,998**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$**	**599,414,523**

CONSTRUCTION FUND

PROJECT ACCOUNTS	$	19,300,000
GRAND TOTAL-CONSTRUCTION FUND	$	**19,300,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$**	102,562
PLAYGROUNDS AND RECREATION CENTERS		4,853,438
PLAYGROUNDS AND RECREATION CENTERS - HI-MOUNT		4,868
DISTRICT INSURANCES		49,000
EMPLOYEE BENEFITS		939,890
SPECIAL AND CONTINGENT FUNDS		341,257
GRAND TOTAL -EXTENSION FUND	**$**	**6,291,015**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DHHS - LEARNFARE	$ 500,000
DRUG FREE SCH. & COMMUNITIES ACT	1,418,000
Bilingual Programs	
EMERGENCY IMMIGRANT EDUC. ACT	51,750
FIRST	0
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	231,573
Curriculum and Instruction Programs	
ESSIA, CHAPTER 1	35,756,201
ESEA, CHAPTER II	1,990,452

VOCATIONAL EDUCATION	1,626,648

EMSEA, CHAPTER II	601,820
ECON. OPPORTUNITY ACT-HEAD START	2,702,000
EVEN START, CHAPTER I	90,500
ELEM. SCHOOL STUDENT ASSIST. PROG.	236,397
COMPR. SCHOOL HEALTH EDUC.	129,816
Exceptional Education Programs	
PUBLIC LAW 89-313	270,000
IDEA (PUBLIC LAW 94-142)	3,514,000
PL 99-457	995,000
VOCATIONAL EDUCATION	0
TOTAL FEDERAL	**50,114,157**
STATE	
Alternative Programs	
WISCONSIN YOUTH INITIATIVE	500,000
Alternative Programs and Curriculum and Instruction Programs	
WI-DESEGREGATION SETTLEMENT FUNDS	9,000,000
Curriculum and Instruction Programs	
PRE-SCHOOL TO GRADE 5 GRANT	4,219,096
TEACHER MENTOR	268,000
WI-ENVIRONMENTAL SCIENCE INFUSION	0
WI HUMAN GROWTH & DEVLOPMENT	0
WI HEAD START-STATE SUPPLEMENT	244,300
Student Support and Accountibility	
ADMINISTRATOR ASSESSMENT	0
TOTAL STATE	**14,231,396**
OTHER	
Alternative Programs	
MILWAUKEE COUNTY-ALT. PROGRAMS	0
Curriculum and Instruction Programs	
COLLEGE BOARD-EQUITY GRANT	78,750
E. M. CLARK FOUNDATION	248,000
Deputy Superintendent Programs	
GENERAL ELECTRIC FOUNDATION	205,390
MILW. FOUNDATION-FAMILY PRESERV.	0
Public Information Programs	
CORP. FOR PUBLIC BROADCASTING	124,000
Recreation Programs	
SENIOR TRUST-SIXTY-PLUS PROGRAM	0
MILWAUKEE-GRAND AVE LIGHTHOUSE	0
TOTAL OTHER	**656,140**

GRAND TOTAL	**65,001,693**

SUMMARY OF 1993-1994 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization Aids	
REGULAR	$ 269,700,000
INTRADISTR. INTEGR. AID	23,200,000
INTERDISTR. INTEGR. AID	4,500,000
SUPPLEMENTAL (TIF)	5,400,000
TOTAL EQUALIZATION AIDS	$ 302,800,000
Programs tor the Handicapped	
EARLY CHILDHOOD	$ 1,390,000
EMOTIONALLY DISTURBED	6,167,000
COGNITIVELY DISABLED	5,386,000
HEARING IMPAIRED	1,008,000
HOMEBOUND INSTRUCTION	6,000
PHYSICALLY HANDICAPPED	2,749,000
SCHOOL AGE PARENTS	412,000
SPEECH/LANGUAGE DIS.	3,862,000
VISUALLY IMPAIRED	258,000
LEARNING DISABILITIES	5,407,000
SOCIAL WORK SERVICES	2,646,000
PSYCHOLOGICAL SERVICES	2,230,000
EX. ED. SUPERVISION	1,121,000
TRANSP. OF HANDICAPPED	3,858,000
TOTAL PROG. FOR THE HANDICAPPED	$ 36,500,000
Other Categorical and Special Aids	
TRANSPORTATION AID	$ 2,500,000
LIBRARY AID	2,000,000
DRIVER EDUCATION	275,000
FOOD SERVICE	555,000
BILINGUAL EDUCATION	3,100,000
CHILDREN AT RISK	0
TUITION FROM STATE (FOSTER HOME)	200,000
TOTAL OTHER	$ 8,630,000
TOTAL AIDS FROM STATE	$ 347,930,000

FEDERAL AIDS FOR:

FOOD SERVICES	$ 20,211,452
FEDERAL INDIRECT AIDS	1,700,000
TOTAL FEDERAL AIDS	$ 21,911,452

LOCAL REVENUES FROM:

Payment for Services		
REG DAY SCHOOL TUITION	$	5,000
TUITION FROM OTHER DISTRICTS		500,000
TOTAL PAYMENTS FOR SERVICES	$	505,000
Other		
INTERSCHOLASTIC ATHLETICS	$	90,000
FOOD SERVICE SALES		3,154,630
STUDENT FEES		230,000
INTEREST EARNED		695,000
WYMS		109,000
MISCELLANEOUS		300,000
PAYMENTS IN LIEU OF TAXES		60,000
TOTAL OTHER	$	4,638,630
TOTAL LOCAL REVENUES	$	5,143,630

APPLIED SURPLUS:

SCHOOL OPERATIONS FUND	$	200,000
TOTAL APPLIED SURPLUS	$	200,000

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	**$**	**375,185,082**
TAX LEVY	**$**	**224,229,441**
TOTAL REVENUES	**$**	**599,414,523**

CONSTRUCTION FUND

PROCEEDS FROM BONDED DEBT	$	11,400,000
ENERGY GRANTS		200,000
PROPERTY TAX LEVY		7,700,000
TOTAL CONSTRUCTION FUND	**$**	**19,300,000**

EXTENSION FUND

PAYMENTS IN LIEU OF TAXES	$	2,000
PROGRAM FEES AND MISC		1,298,000
PROPERTY TAX LEVY		4,505,559
APPLIED SURPLUS		485,456
TOTAL EXTENSION FUND	**$**	**6,291,015**

SUPERINTENDENT'S MONTHLY REPORT as of June 10, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	376	399		3	609	12	80	64	7		775
K3	504	307		6	493	39	60	186	27		811
PK	169	100		2	173	1	21	69	3		269
K4	2056	1902		29	2065	174	409	1194	87		3958
K5	4332	3990		97	4811	312	893	2072	137		8322
01	4909	4615		108	5745	382	1010	2170	109		9524
02	4398	4028		97	5016	326	902	1989	96		8426
03	4123	3967		94	4781	332	854	1949	80		8090
04	3999	3866		74	4639	331	882	1860	79		7865
05	3897	3709		98	4392	294	808	1932	82		7606
06	3786	3571		91	4414	267	772	1744	69		7357
07	3726	3570		95	4420	238	749	1725	69		7296
08	3241	3419		76	4026	215	715	1561	67		6660
09	3883	3857		118	4456	201	861	2034	70		7740
10	3113	3187		71	3476	207	648	1832	66		6300
11	2283	2484		57	2421	174	440	1616	59		4767
12	1754	1940		39	1809	140	334	1331	41		3694
13	4	1						5			5
Invalid	4	5		1	5			3			9
TOTAL	50557	48917		1156	57751	3645	10438	25336	1148		99474

Total Active Detached..... 77 (Included above) Total Suburban Transfers—5683

Total Inactive..... 359(Not included above) Head Start—92

Brown Deer	171	Glendale/River Hills	124	Mequon-Thiensville	214	St. Francis	126
Cudahy	259	Greendale	281	New Berlin	106	Wauwatosa	840
Elmbrook	270	Greenfield	67	Nicolet	141	West Allis	340
Fox Point	139	Hamilton	82	Oak Creek	273	Whitefish Bay	373
Franklin	380	Maple Dale-Indian Hills	313	Shorewood	293	Whitnall	255
Germantown	38	Menomonee Falls		South Milwaukee	357		

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1426	78.8	126.3	5.0	Milwaukee Tech	1678	85.2	137.9	4.0
Custer	1112	69.8	102.6	5.0	North Division	858	66.4	88.2	4.0
Hamilton	1668	76.7	142.0	5.0	Pulaski	1360	78.1	112.6	5.0
Juneau	795	87.2	76.8	3.0	Riverside	1367	85.8	121.9	5.0
King	1166	90.2	84.7	4.0	South Division	1582	76.5	159.3	5.0
Madison	1150	67.2	114.5	5.0	Vincent	1282	69.4	108.1	5.0
Marshall	1087	89.1	109.9	5.0	Washington	1493	83.2	136.6	5.0
MHSA	789	88.9	73.3	3.0	TOTAL	18813	80.3	1694.7	68.0
MIDDLE SCHOOLS									

Audubon	928	80.9	84.2	3.0	Muir	955	81.4	87.0	4.0
Bell	880	80.2	79.7	3.0	Parkman	537	76.6	54.8	3.0
Burroughs	881	81.7	82.3	4.0	Robinson	509	88.9	51.7	2.0
Edison	847	79.6	84.2	3.0	Roosevelt	605	90.5	52.0	3.0
Fritsche	992	86.3	91.8	4.0	Sarah Scott	620	82.6	61.0	3.0
Grand Avenue	612	81.1	66.5	3.0	Sholes	799	78.3	78.1	3.0
Kosciuszko	703	74.5	81.5	4.0	Steuben	916	85.4	73.0	4.0
Lincoln	614	79.5	55.5	3.0	Walker	790	77.8	76.0	3.0
Malcolm X	614	75.7	61.1	3.0	Webster	982	81.8	85.2	4.0
Acad	483	81.6	47.1	3.0	Wright	743	86.2	69.4	3.0
Milw.Ed.Center	1190	91.6	85.9	4.0	TOTAL	16200	82.2	1508.0	69.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	374	92.1	24.1	1.0	Humboldt Park	605	94.5	41.4	2.0
Allen Field	1004	95.8	79.9	2.0	Irving	669	94.3	51.7	2.0
Auer	616	92.7	63.4	2.0	Kagel	378	94.7	42.9	1.0
Barton	582	92.9	37.0	2.0	Keefe Av.	629	89.8	65.4	2.0
Brown Street	528	91.4	70.6	2.0	Kilbourn	411	92.8	40.1	1.0
Browning	423	89.5	38.3	1.0	Kluge	564	87.6	45.2	2.0
Bruce	527	92.8	39.5	2.0	LaFollette	635	92.1	62.4	2.0
Bryant	607	87.9	40.7	2.0	Lancaster	567	96.8	38.4	2.0
Burbank	559	91.0	32.7	2.0	Lee	595	90.3	58.2	2.0
Burdick	478	91.9	46.4	1.0	Lincoln Av.	665	91.4	43.4	2.0
Carleton	480	96.9	33.7	1.0	Lloyd St.	541	91.8	41.2	2.0
Cass	606	87.8	50.5	2.0	Longfellow	631	96.3	44.3	2.0
Clarke	491	91.8	50.6	2.0	Lowell	302	94.6	19.5	1.0
Clemens	431	94.6	33.0	2.0	MacDowell	526	93.0	41.5	2.0
Clement	448	91.0	33.7	1.0	Manitoba	345	96.0	49.9	2.0
Congress	490	93.9	30.5	2.0	Maple Tree	531	90.1	32.4	2.0
Cooper	414	85.6	31.2	1.0	Maryland Av.	340	92.0	27.8	1.0
Curtain	353	92.2	26.4	1.0	McNair	294	93.3	26.7	1.0
Doerfler	674	92.0	33.5	2.0	Meir	244	96.6	19.8	1.0
Douglass	296	92.6	24.9	1.0	Milw.Im.French	379	95.9	28.4	1.0
Dover	608	89.6	53.0	2.0	Milw.Im.German	525	96.5	43.2	2.0
Dr. King	521	92.7	76.0	2.0	Milw.Im.Spanish	516	93.4	38.8	1.0
Eighty-first	474	88.2	29.6	1.0	Mitchell	770	90.9	53.0	2.0
Elm	575	92.8	41.7	1.0	Morgandale	605	94.5	48.7	2.0
Emerson	279	94.8	24.5	2.0	Multilingual	344	92.2	36.3	1.0
Engleburg	489	94.0	39.8	2.0	Neeskara	417	97.5	37.4	1.0
Fairview	536	91.0	54.1	2.0	Ninety-fifth	334	88.7	26.3	1.0
Fernwood	456	85.5	33.9	2.0	Palmer	645	88.7	62.1	2.0
Fifty-third	396	95.5	32.3	1.0	Parkview	419	90.7	30.2	1.0
Forest Home	926	94.4	74.2	2.0	Phillip	349	93.2	29.8	1.0
Franklin	580	91.5	57.8	2.0	Pierce	553	90.2	61.2	2.0
Fratney	377	98.7	42.7	1.0	Riley	660	95.3	47.5	2.0
Gaenslen	730	92.3	86.6	2.0	River Trail	353	91.5	25.5	1.0
Garden Homes	505	86.4	44.4	2.0	Seventy-eighth	557	80.3	44.7	2.0
Garfield	431	93.2	37.8	1.0	Sherman	585	98.2	38.3	2.0
Garland	366	86.8	23.9	1.0	Siefert	602	91.4	54.8	2.0
Goodrich	442	92.7	28.2	2.0	Silver Spring	375	94.4	28.9	1.0
Grant	595	91.9	38.0	2.0	Sixty-fifth	365	91.2	29.7	1.0
Grantosa	636	95.1	49.9	2.0	Starms	395	93.4	37.0	1.0
Granville	420	88.6	32.6	2.0	Story	503	92.3	45.2	2.0
Green Bay Av.	557	89.1	58.2	2.0	Stuart	330	93.1	26.8	1.0
Greenfield	391	94.8	33.1	1.0	Thirty-eighth	561	95.8	37.3	2.0
Hampton	588	89.6	40.7	2.0	Thirty-fifth	337	97.1	23.6	1.0
Happy Hill	483	90.2	31.4	2.0	Thirty-first	478	96.1	38.5	2.0
Hartford	610	95.9	41.6	2.0	Thirty-seventh	509	91.0	49.7	2.0
Hawley	334	95.1	23.3	1.0	Thoreau	713	92.5	52.2	2.0
Hawthorne	352	91.0	24.5	2.0	Thurston Woods	360	95.1	29.6	1.0
Hi-Mount	467	89.6	27.5	1.0	Tippecanoe	241	95.4	18.5	1.0
Holmes	733	92.0	79.4	2.0	Townsend	518	94.3	37.0	1.0
Honey Creek	341	93.1	26.9	1.0	Trowbridge	364	94.9	33.4	1.0
Hopkins	756	90.7	60.0	2.0	Twenty-first	585	92.5	49.5	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	644	87.1	57.4	2.0	Whitman	403	94.6	37.0	1.0
Urban Waldorf	293	88.1	28.9	1.0	Whittier	207	94.4	12.3	1.0
Victory	476	92.1	40.5	2.0	Wisconsin Av.	687	88.5	46.7	2.0
Vieau	632	94.0	63.8	2.0	Zablocki	608	97.9	50.0	2.0
Wheatley	724	87.7	61.8	2.0	TOTAL	55728	92.4	4601.9	176
OTHER SCHOOLS									
Amelia Baker	85	60.6	6.0	1.0	Manitoba Ortho.	134	82.3	.0	.0
Craig	137	78.6	58.0	1.0	Phoenix Alt. HS	120	28.7	10.5	1.0
Demmer	92	53.1	6.2	.0	Pleasant View	107	84.6	44.0	1.0
Hayes	99	62.2	40.0	1.0	Sixty-eighth	203	69.4	15.3	1.0
Kilmer	356	85.3	20.3	1.0	Stay	106	63.2	9.3	1.0
Lady Pitts	224	62.4	33.5	1.0	Commun. Based	1116		33.0	.0
Lapham Park	145	80.9	16.5	1.0					
Lavarnway	34	92.5	7.2	1.0	TOTAL	2958	70.2	299.8	11.0
					MPS TOTAL	93699	87.7	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of June 10, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	42	1	2395	38	30	0	425	5	973	22	40	1	3905	67	3972
Emotion. Dist.	27	2	1430	54	3	0	119	6	491	29	26	1	2096	92	2188
Autistic	1	0	74	6	1	0	4	1	45	1	2	0	127	8	135
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	38	49	0	0	7	10	13	44	0	1	59	104	163
Physically Hdcp.	4	0	314	60	19	2	72	7	212	38	8	2	629	109	738
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	4	0	106	23	20	2	22	7	93	19	11	0	256	51	307
Mentally Ret.	12	3	1482	222	15	11	162	28	375	107	14	3	2060	374	2434
Speech/Languag	42	22	2155	1452	48	46	332	268	1046	707	39	43	3662	2538	6200
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	133	28	7994	1904	136	61	1143	332	3248	967	140	51	12794	3343	16137
Ethnic Totals	161		9898		197		1475		4215		191		16137		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 15, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:24 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell (6:26 PM), O'Neil, Sinicki (6:26 PM), Small and President Bills—8.

Absent and excused—Director Mallory—1.

The Interim Director of Governance Affairs read the following call of the meeting:

July 8, 1993

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, Thursday, July 15, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose discussing and possibly taking action on a job description for the Director of Governance Affairs.

This meeting immediately precedes a meeting of the Special Committee on Board Governance scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Lucey moved for adoption of the following job description:

TITLE:	Director, Office of Board Governance
REPORTS TO:	Board of School Directors
SUPERVISES:	Chief Auditor Assistant Director Administrative Assistant
BASIC FUNCTION:	Under the direction of the Milwaukee Board of School Directors, the primary responsibility of the position is to plan, organize, direct, staff and control all Board governance affairs, including, but not limited to, the day-to-day operation of the Board Office, statutory and Board required Board Clerk functions, the educational audit function, and the financial/operational audit function.

MAJOR DUTIES AND RESPONSIBILITIES:

1. Acts as the Board representative as designated by the Board on various internal committees.

2. Responsible for the day-to-day operation of the Office of Board Governance.

3. Oversees research, operational reviews, and evaluations of all MPS programs, functions, and operations, as either directed by the Board or requested by the Superintendent.

4. Recruits for, staffs, trains and evaluates all positions assigned to the Office of Board Governance.

5. Supports the Board and the Superintendent in establishing both five year and annual goals and objectives for the district.

6. Measures and reports to the Board of School Directors district progress on both Board and departmental goals and objectives.

7. Develops and maintains district rules, policies, procedures and legal rulings as directed by the Board of School Directors.

8. Coordinates all financial activities (budget, appropriation, and expenditures) of the Office of Board Governance.

9. Performs role of Clerk at all meetings of the Board of School Directors, including serving as the Board's parliamentarian.

10. Coordinates the legal affairs of the Board by acting as the Board's liaison to the Board's attorney.

11. Responsible for Board correspondence.

12. Provides assurances to the Board of School Directors and the district that the Board and the Office of Board Governance comply with all statutory and Department of Public Instruction requirements.

13. Consults with the Superintendent, department directors, division directors, and others as required regarding concerning of the Office of Board Governance.

14. Prepares and coordinates all activities related to the Superintendent's monthly report to the standing committees of the Board of School Directors (Personnel & Negotiations, Instruction & Community Relations, and Finance & Facilities) as well as for other committee or special meetings of the Board.

15. Prepares and coordinates all activities related to the Board Committees' monthly committee reports to the Board of School Directors.

16. Responsible for all district audit activities both internal and external.

17. Oversees and coordinates the Board's obligation to hold due process hearings for teaching and administrative personnel.

18. Performs other duties as assigned.

QUALIFICATIONS:

- Bachelor's degree in education, business administration, political science, public administration, accounting or a related field. Master's degree or better preferred.

- Significant management and administrative experience in a high level policy making position with an educational or public entity is required.

•Requires strong knowledge of business and financial management and public accounting techniques, and subject areas such as management, personnel practices, school and employment law, strategic planning, research, etc.

•Demonstrated capacity for strategic decision making and creative problem solving.

•Must be able to establish rapport and cordial working relationships with key personnel, departments, and other groups and individuals while at all times maintaining a posture of objectivity and independence.

•Must be able to plan, organize and direct effectively the operations of a staff of approximately 10 highly skilled professionals with backgrounds and experience in diverse disciplines.

•Must be able to communicate effectively, orally and in writing.

Director Mitchell moved to add Requires demonstrated knowledge and experience in parliamentary procedure to the qualifications section and to change the last sentence of the first qualification to read Masters degree or higher level degree preferred.

The amendment was adopted by consensus.

Director Small moved to change all Office of Board Governance statements in the job description to Office of Governance Affairs.

The amendment failed for lack of a second.

Director Lucey moved to change the job title from Director—Office of Board Governance to Board Clerk.

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

Ayes—Directors Lucey and O'Neil—2.

Noes—Directors De Bruin, Johnson, Mitchell, Sinicki, Small and President Bills—6.

Director Be Bruin moved to replace numbers 14 and 15 under major duties and responsibilities with the following statement:

Coordinate the preparation and distribution of documents as required by the Board. Prepare and maintain documents recording the activities of the Board.

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, O'Neil, and Small—5.

Noes—Director Mitchell and President Bills—2.

Voting “present”—Director Sinicki—1.

Director De Bruin moved to replace the word representative with the word liaison under number 1 of major duties.

The amendment was adopted, the vote being as follows:

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

Noes—Director Lucey—1.

Director De Bruin moved to revise the second qualification to read Significant management, administrative or higher level policy making experience with an educational, public or private entity is required.

The amendment was adopted, the vote being as follows:

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

Noes—Director Sinicki—1.

Director Small moved to change number 5 in duties to read works cooperatively with the Superintendent.

After discussion, Director Small withdrew her amendment.

Director Mitchell moved to change the word cordial in qualification number 6 to collegial.

The amendment was adopted by consensus.

The question being on the original motion to adopt the job description, the job description was adopted as amended, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:10 PM.

RONALD J. VAVRIK
Interim Director of
Governance Affairs/Board
Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 28, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:08 PM.

Present—Directors De Bruin, Lucey, Mallory (8:10 PM), Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson, Mitchell and O'Neil—3.

APPROVAL OF MINUTES

The minutes of the April 26 organizational meeting, the special Board meetings of May 10 at 6:00 and 6:30 PM, May 18, May 24, May 28, June 9, June 21, June 22 and June 23, and the regular May and June 1993 Board meetings were approved as printed.

ALLOWANCE OF ACCOUNTS

Pursuant to Sections 119.50 and 119.68 (1), Wisconsin Statutes, the Superintendent presented the current schedule of payrolls and accounts for the period June 4, 1993 through June 30, 1993, for the Board's approval.

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 32659 to 37750, inclusive

Payrolls (net of withholdings)	$21,799,128.33	
Accounts	$51,631,497.87	
		$73,430,626.20

CONSTRUCTION FUND

Accounts, Voucher Nos. 926 to 1014, inclusive

Accounts	$482,010.68

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1128 to 1254, inclusive

Payrolls (net of withholdings)	$316,276.46
Accounts	$305,548.48

$621,824.94

TOTAL $74,534,461.82

The accounts were allowed, the vote being as follows:

Present—Directors De Bruin, Lucey, Mallory, Sinicki, Small and President Bills—6.

Noes—None.

COMMITTEE OF THE WHOLE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing, discussing and acting upon a communication from the Superintendent containing five items of business.

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

Ayes—6; Noes—0.

The Board resolved itself into a Committee of the Whole at 8:12 PM.

The Board rose from the Committee of the Whole at 8:34 PM.

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

(ITEM 1) Your Committee recommends that the following individuals be, and they hereby are, promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Archie Ivy	Principal North Division High School	Schedule III, Range 15C $61,524
(r)	Roy Robertson	Principal Edison Middle School	Schedule III, Range 14D $62,074
(nr)	Ruben Bivens	Assistant Principal North Division High School	Schedule III, Range 12C $48,000
(r)	Karen Hoppens	Assistant Principal South Division High School	Schedule III, Range 12C $52,437
(r)	Shirley Briggs-Stephens	Assistant Principal South Division High School	Schedule III, Range 12C $47,407
(r)	Lemuel Killins	Assistant Principal Audubon Middle School	Schedule III, Range 11D $53,529

(r)	Katherine Clark	Assistant Principal Fritsche Middle School	Schedule III, Range 11D $53,622

(r)	Edward Szopinski	Assistant Principal Grand Avenue Middle School	Schedule III, Range 11D $53,529
(r)	Karen Huff	Assistant Principal Malcolm X Academy	Schedule III, Range 11D $40,308
(r)	Melvin Futrell	Assistant Principal Parkman Middle School	Schedule III, Range 11D $51,356
(r)	Kara Lovell	Assistant Principal Scott Middle School	Schedule III, Range 11D $53,529
(r)	Elizabeth Schoone	Assistant Principal Carleton Elementary School	Schedule III, Range 10D $41,726
(r)	Elsie Reyes	Assistant Principal Gaenslen Elementary School	Schedule III, Range 10D $45,129
(r)	Karen Theama	Assistant Principal Kagel Elementary School	Schedule III, Range 10D $38,746
(r)	Raymond Collie	Assistant Principal Dr. King Elementary School	Schedule III, Range 10D $40,460
(r)	Robert Plath	Assistant Principal Maryland Avenue Elementary School	Schedule III, Range 10D $5l,356
(r)	Kevin Walsh	Assistant Principal Palmer Elementary School	Schedule III, Range 10D $38,390
(r)	Deborah Ford	Director Division of Labor Relations	Schedule IIIE, Range 14A $70,000
(r)	Robert Wagoner	Area Supervisor - Operation Services Facilities and Maintenance Services	Schedule III, Range 7A $40,119
(nr)	Peggy Buetow	School Nurse	Schedule III, Range 3C $24,348
(r)	Elizabeth Ledvina	School Nurse	Schedule III, Range 3C $34,089

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

Pursuant to MPS Board policy, the Department of Alternative Programs in April, 1993 issued a Request For Proposals to private, non-profit, non-sectarian agencies located in the school district

which have a minimum of three years experience as a non-profit organization and as an agency working with At-Risk Children to submit proposals for an Alternative Program to serve Children At-Risk under Wisconsin Statute 118.153. The Milwaukee Public Schools received 22 proposals totaling $7,460,381 in requested funds. Requests exceeded available funds for contracting with agency programs by $1,643,992.

The proposals were judged according to the Request For Proposals published review criteria, the result of the Phase I and Phase II evaluation study, and the student and program outcome criteria specified for programs serving children at risk.

In addition, funding priority was given to proposals that supported the fulfillment of the goals adopted by the Milwaukee Board of School Directors. As such, funding preference was given to proposals from:

1. Existing partnership programs which have demonstrated effectiveness as determined by MPS program quantitative and qualitative evaluation criteria;
2. Programs which provide matching funds and/or in-kind services which result in smaller student/teacher ratios;
3. Programs which demonstrate how they are designed to help students make the transition from high school to work;
4. Programs which demonstrate how they will use technological resources to enhance instruction;
5. Programs which demonstrate how they will address the needs of Chronic Disrupters;
6. Programs which can provide from 60 to 80 seats.

Your Committee reports that Director Lucey disqualified himself from voting on the contract for Shalom II.

Your Committee recommends:

1. That the Board of School Directors authorize the Department of Alternative Programs to award contracts to the following organizations:

   a. Continuation - agencies currently under contract with no expansion of seats:

Proposal/ Agency	Pupil Seats	Grade Level	Total Cost
Career Youth Development	80	6-12	$403,360
EXITO Educational Center	60	10-12	302,520
SER-Jobs For Progress	60	6-8	291,249
Shalom High School	80	9-12	403,360
Sub Total	**280**		**$1,400,489**

   b. Expansion - current contracted agencies for a program or number of seats which is not part of the existing MPS contract:

Proposal/ Agency	Pupil Seats	Grade Level	Total Cost
Aurora Weier Educ. Center	65	8-12	$327,730
Cornerstone Achievement Acad.	80	10-12	403,360
Council for Spanish Spkg.	60	9-12	302,520
Learning Enterprise of Wis.	80	10-12	403,360
Milwaukee Spectrum	80	10-12	403,360

Seeds of Health	100	9-12	504,200
Shalom II	70	7-12	352,940

b. Expansion, cont'd.

Proposal/ Agency	Pupil Seats	Grade Level	Total Cost
Silver Spring Neigh. Ctr.	65	6-8	327,730
United Comm. Ctr.(Middle)	40	6-8	201,680
St. Charles	60	6-8	302,520
United Comm. Ctr.(Elem)	60	1-8	222,000
Sub total	**760**		**$3,751,400**

c. New Programs - agencies not currently under contract with MPS:

Proposal/ Agency	Pupil Seats	Grade Level	Total Cost
HR Academy	60	4-8	$222,000
Totals	**1,100**	**1-12**	**$5,373,889**

(The total program cost is inclusive of the cost of providing an MPS teacher per site.)

2. That the award of contracts be contingent on the enactment of the proposed Alternative Education Budget and upon receiving expected amounts of state aid. In the event that anticipated aids exceed expectations, MPS will contract for the additional seats among existing organizations according to rank order in terms of demonstrated effectiveness and ability to supply additional seats.

3. That the award of contracts also 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 1993-94 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.

* * * * *

(ITEM 3) Your Committee reports having received the following informational report from the Superintendent:

At its meeting on June 30, 1993, the Milwaukee Board of School Directors adopted a resolution that was introduced by Director David DeBruin and approved by the Personnel and Negotiations Committee regarding screening job applicants for criminal records.

The administration was directed to review the subject resolution and report to the Board at its July 28, 1993, meeting on (1) the current procedures for investigating the criminal background of applicants for employment and employees; (2) additional steps, including checks of computerized data bases that could be taken to more completely check the criminal background of applicants, and (3) the costs associated with such checks, etc.

The administration has requested the City Attorney to provide a written legal opinion as to the legalities of a number of issues pertaining to the proper steps that will be required to implement more complete procedures for conducting criminal background checks within the district. The City Attorney's Office has given an indication that such opinion will not be completed in time for the July Board meeting but efforts will be made to complete same in time for the August Board cycle.

In view of the above discussion, the administration is providing a status report at this time. A detailed report will be submitted to the Personnel and Negotiations Committee during the August Board cycle. Such report will contain a draft policy statement, the potential cost implications, issues related to conducting legally defensible criminal background checks, procedures for integrating the expanded background checks into the overall hiring process within the district, etc.

In order to meet the staffing needs required to open schools in August, the administration has taken interim steps to implement more expanded procedures of conducting criminal background checks for all new hires. These procedures require that before applicants are appointed for the 1993-94 school year, a criminal background will be conducted on each applicant through the Wisconsin Department of Justice, Crime Information Bureau, Records Check Unit. The cost of these checks is $2.00 per person.

* * * * *

(ITEM 4) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following sole source purchase:

SS-076 "Discourse" Computer Lab - 32 stations (27th St. School)

Inadvertently this project was not included in the master list of Chapter I projects for the1993-94 school year which were reviewed by the Technology Advisory Committee and approved by the Board at its June meeting. Because time is of the essence in getting this lab installed and operational before the start of school in August, the Superintendent recommends an award of contract to **Discourse Communication Systems in the amount of $74,074** for purchase, installation, and training for this system.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

At its meeting of June 30, 1993, the Board received a communication from Mr. Donald E. McGahee of the West Division Alumni Committee requesting the use of Custer High School gymnasium for a benefit alumni basketball game.

The purpose of the basketball game is to raise money to allow for the set-up of a scholarship fund in honor of a past Milwaukee Public Schools administrator, Mr. Virgil Gilmore.

It is the hope of the Alumni to be able to hold this type of basketball event on a yearly basis. It is understood by the Alumni that they must provide the school district with appropriate liability insurance in addition to reimbursing the school district for all expenses incurred in opening the facility for their use.

In order for this request to be considered and approved, it will be necessary for the suspension of Board Rule 9.04 pertaining to public use and Board Rule 10.01 relative to advertising.

Your Committee recommends that the Board Rules be suspended and the request approved, with the understanding that the organization abide by the provisions as stated above.

* * * * *

Director Mallory moved to accept the report of the Committee of the Whole and to adopt its recommendations.

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

Ayes—6; Noes—0.

COMMUNICATIONS AND PETITIONS

The Interim Director of Governance Affairs presented the following communications and petitions:

Five communications from the Milwaukee Building and Construction Trades Council relative to prevailing wage rates.

Referred to the Committee on Personnel and Negotiations.

Communication from Education Alternatives, Inc. requesting a hearing regarding the company's programs.

Referred to the Committee on Instruction and Community Relations.

RESIGNATION OF BOARD MEMBER

President Bills announced that the chair had received the following communication from Director Joyce Mallory submitting her resignation from the Board effective July 31, 1993:

July 2, 1993

Mrs. Mary Bills, President
Milwaukee School Board
3008 East Linnwood Avenue
Milwaukee, WI 53211

Dear Mary,

It is with regret and sadness that I am writing to inform you I am resigning from the Milwaukee School Board effective July 31, 1993. I have accepted the position of Executive Director of the Fort Wayne Urban League which will require I relocate to begin work on August 2, 1993. I realize my resignation will cause a vacancy on the Board, but it is also an opportunity for me to lead an organization whose history is one that works to remove barriers to ensure equal access for African-Americans, not unlike what my role has been on the Board.

I leave at a time when the district is faced with tremendous challenges related to its financial viability, discord with its largest union, lack of community-wide support for MPS and our students, and continued high rates of academic failure of minority children. However, I believe you and the Board will continue to work to make sure our students have a fair and equal chance to be educated. Be assured my sentiments will be with you.

During my tenure on the Board, I have worked diligently to support policy decisions that would increase the achievement of all children, but especially African-American children. My reason for serving on the Board was to make sure they had a strong voice who would

represent their interest. I'd like to think I succeeded. Unfortunately, I leave not with a sense of accomplishment but recognize the agenda is unfinished. However, someone else will now have to carry the mantle in an ongoing quest to ensure equity of educational outcomes.

I have enjoyed serving with all of the Board members during my ten-year tenure from Lois Riley, Chris Leopold, to David Cullen and the current members. Although we have disagreed, we were still able to work toward the common goal of making sure all children received the best education MPS could provide. I'd like to extend my sincere appreciation to the administrators, principals, teachers and other staff members who have answered my questions, provided information, resolved parent complaints and offered another point of view when they felt it was needed and, on occasion when I was intolerant, remained professional. I also want to express my thanks to my constituents who reelected me to the Board and the may letters and phone calls expressing appreciation to me for my willingness to advocate for the needs of children.

Some significant changes have occurred during the past ten years, and many of them will become the cornerstone for future and continued educational reform in the district. However, my biggest disappointment has been the consistent negative attitude of the MTEA and their unwillingness to work in a collaborative manner to implement educational reform that will help our students improve academically. Their position on the minority staffing at the two African-American immersion schools is a classic example. Unless the Board and the community continue to take strong stands against this type of posturing, improved educational outcomes for our students, especially African-American students, will not be achieved.

Finally the Board will need to continue to work collaboratively and cooperatively with the Superintendent. Without this partnership the changes that are needed to ensure educational accountability and cost efficient programs will not be accomplished. Dr. Fuller will need to work to make sure the vision he and the Board has for the district is implemented. Time will be tough in the weeks and months ahead, but you and the entire Board must work diligently toward common outcomes, because if you fail to do so, our children will suffer, and the community will not see the value of supporting MPS or its students. I wish you and the Board the strength to withstand the negative forces and pressures you will face as you work faithfully to do what is right and fair for the students enrolled in MPS.

I have voted my conscience, spoken my mind and fought on the side I believed to be right; and I hope in some small measure it has benefited our children. I will miss the interaction with all of my colleagues, and especially my friendship with you, Mary. However, I am confident all of you will carry on. I leave knowing the work we have started in many areas will be implemented, and some I hope, will be part of my legacy to the district and the students about whom I care deeply.

Best wishes,

Joyce Mallory

RESOLUTIONS

President Bills introduced the following resolution on behalf of the Board:

WHEREAS, Joyce Mallory was first elected to the Board in 1983; and

WHEREAS, Director Mallory has completed 10 years of service as a member of the Board, including one term as Board President in 1985-86, and one term as Vice-President in 1989-90 and was elected to a second term as Vice-President in 1993; and

WHEREAS, Director Mallory served as the chair of the Budget Committee for five years; the Finance and Facilities Committee for one year; the Legislation and Rules Committee for one year; the Instruction and Community Relations Committee for one year; and the Special Labor Policy Committee for one year; and

WHEREAS, Director Mallory, in addition to numerous other committee assignments, also served as the Board's representative to the Minority Recruiting Office, most recently completing a three year term; the MATC Appointment Committee; and the Library Board; and

WHEREAS, Director Mallory championed many causes, such as the establishment of the concept of African-American Immersion Schools, implementation of school based management program, implementation of a district-wide affirmative action plan, the development of the Minority Business Utilization Program, the development of the K-12 Teaching and Learning curriculum goals, the improving of the budget process and increased accountability, and school and student safety; and

WHEREAS, Director Mallory introduced numerous resolutions and advocated various causes to benefit the children of Milwaukee and served as a dedicated and committed member of the Board; therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Joyce Mallory for her years of service to Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Board instruct to Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to Director Mallory in tribute to her record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

Director De Bruin moved adoption of the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—None.

Voting "present"—Director Mallory—1.

Director Mallory addressed the Board.

The Board adjourned at 9:05 PM.

RONALD J. VAVRIK
Interim Director of Governance Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 4, 1993

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

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

Absent—None.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

July 30, 1993

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, August 4, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose discussing and possibly taking action on the school calendar for the 1993-94 school year.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to consider collective bargaining matters as they relate to the 1993-94 calendar and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a meeting of the Special Committee on Board Governance scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session to consider collective bargaining matters as they relate to the 1993-94 calendar.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson—1.

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

The Board reconvened in open session at 7:10 PM.

Director Small moved that the Board adopt the attached calendar, which had been agreed to by the Milwaukee Teachers' Education Association.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director De Bruin—1.

The Board adjourned at 7:12 PM.

RONALD J. VAVRIK
Interim Director of Governance Affairs/Board Clerk

ATTACHMENT

1993-94 SCHOOL YEAR CALENDAR—TEACHER WORK YEAR

Organization Day - Wednesday, August 25, no classes scheduled
First day of attendance for ALL students - Thursday, August 26
Labor Day - Monday, September 6, schools closed
Kindergarten Parent Conferences - Thursday, October 21
Elementary, Middle and High School Parent Conferences - Friday, October 22
Convention days - Thursday & Friday, November 4 and 5 - no classes scheduled
Thanksgiving recess - Thursday & Friday, November 25 & 26 schools closed
Winter recess - Monday, December 20 through Friday, December 31, schools closed
Record/Staff Planning Day - Friday, January 21, no classes scheduled
Non-Paid, Non-Work Day - Monday, February 14, schools closed
Kindergarten Parent Conferences - Thursday, March 17
Elementary, Middle and High School Parent Conferences - Friday, March 18
Spring recess - Friday, April 1 through April 8, schools closed
Memorial Day - Monday, May 30, schools closed
Last pupil day - Thursday, June 9
Record Day - Friday, June 10, no classes scheduled
Emergency Make-up - Monday, June 13

TEACHER WORK YEAR 1993-94

Month	Days
August	5
September	22
October	21
November	21
December	13
January	21
February	19
March	23
April	15
May	22
June	9
TOTAL	191
Teacher Days	191

Days No Classes Scheduled	
Paid Holidays (Labor Day, September 6) (Thanksgiving Day, November 25) (Memorial Day, May 30)	3
Organization Day (8/25)	1
Conference days (10/22, 3/18)	2
Convention Days (11/4, 11/5)	2
Record/Staff Planning Day (1/21)	1
Record Day (6/10)	1
Emergency Make-up (6/13)	1
TOTAL	11

	- 11
Pupil Contact Days	180

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 9, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:10 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and President Bills—5.

Absent and excused—Directors De Bruin, Johnson and Mitchell—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

August 5, 1993

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, August 9, 1993 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 may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the regular monthly meeting of the Personnel and Negotiations Committee scheduled for 8:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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 Lucey, O'Neil, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:11 PM.

The Board adjourned from executive session at 8:03 PM.

RONALD J. VAVRIK

Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 12, 1993

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

Present—Directors De Bruin, Johnson (6:27 PM), Lucey, Mitchell (6:08 PM), O'Neil, Sinicki (6:41 PM), Small and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

August 10, 1993

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, Thursday, August 12, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the regular monthly meeting of the Finance and Facilities Committee scheduled for 8:00 PM this same evening

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Lucey 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, O'Neil, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:07 PM.

The Board adjourned from executive session at 7:57 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director
of Governance Affairs/Board
Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 25, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:12 PM.

Present—Directors De Bruin, Johnson, Mitchell, O'Neil, Small and President Bills—6.

Absent and excused—Directors Lucey and Sinicki—2.

Vacancy on board—1.

The Board observed a moment of silence in memory of former Director Donald J. O'Connell, who died earlier in the month.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

August 25, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Injury filed against the City of Milwaukee Public School Board, by Mr. James Mentkowski, attorney on behalf of Rosetta Durham who allegedly sustained personal injuries due to a fall on the property at the Marshall High School on February 5, 1993.

   Claim is made in the sum of $15,000.

Wausau Insurance Companies, which is 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 claimant a period of six months in which to bring suit, it she so desires.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

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

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

Noes—None.

(Item 2)

August 25, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

On June 3, 1993, the administration provided the Board information relative to the progress of discussions with the City of Milwaukee pertaining to funding of deferred maintenance projects and modifications at Lincoln Center Middle School of the Arts. This funding would be accomplished through issuance of general obligation bonds by the city totaling $35 million over a five-year period with $11.4 million being funded during the first year. Since that time, the Common Council authorized the borrowing on June 15, 1993 and approved an intergovernmental agreement to implement the borrowing on July 6, 1993.

On August 12, 1993, the administration received the intergovernmental agreement for execution. This agreement, drafted by the City Attorney's office, requires Board approval so that contracts can be awarded for individual projects. Recommendations relative to the first group of projects were approved by the Finance and Facilities Committee on August 12, 1993 and are before the Board for consideration this evening.

In order to permit these projects to proceed as expeditiously as possible, the administration recommends that the Intergovernmental Cooperation Agreement between the City of Milwaukee and the Board of School Directors be approved, and that the administration be authorized to take all appropriate steps to execute the agreement. Appropriate staff will be available of answer any questions that the Board may have regarding this matter.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(attachment)

Director Mitchell moved to concur in the Superintendent's recommendation.

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

Ayes—6; Noes—0.

(Item 3)

August 25, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Pursuant to MPS Board policy, the Department of Alternative Programs in April, 1993 issued a Request for Proposals to private, non-profit, non-sectarian agencies located in the school district which have a minimum of three years experience as a non-profit organization and as an agency working with at-risk children to submit proposals for an alternative program to serve children at risk under Wisconsin Statute 118.153.

It is recommended that the Board of School Directors award a contract to Assata/SDC for 60 seats to serve at risk students in grades 9-12 for a total cost of $302,520.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Mitchell moved to concur in the Superintendent's recommendation to award the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Mitchell, O'Neil and Small—5.

Noes—President Bills—1.

(Item 4)

August 25, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

As required by Wisconsin State Statutes Section 119.34 (4), a census was taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration was made of children under the age of four. The 1993 census is as follows:

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	2,852	2,791	5,643	0	0	5,643
1	4,651	4,281	8,932	0	0	8,932
2	5,056	4,867	9,923	0	0	9,923
3	5,269	5,039	10,308	0	0	10,308
Total	17,828	16,978	34,806	0	0	34,806
4	5,247	4,969	10,216	1,991	451	7,774
5	5,004	4,983	9,987	5,145	1,199	3,643
6	5,244	4,989	10,233	7,733	1,921	579
7	5,187	5,122	10,309	8,058	2,157	94
8	5,180	4,897	10,077	7,910	2,137	30
9	4,790	4,680	9,470	7,455	1,998	17
10	4,859	4,722	9,581	7,518	2,036	27
11	4,793	4,548	9,341	7,209	2,115	17
12	4,683	4,644	9,327	7,253	2,054	20
13	4,746	4,495	9,241	7,125	2,091	25
14	4,483	4,277	8,760	6,906	1,829	25
15	4,054	4,039	8,093	6,443	1,591	59
16	4,118	3,886	8,004	6,487	1,425	92
17	3,713	3,692	7,405	5,868	1,272	265
18	3,803	3,825	7,628	4,735	1,580	1,313
19	3,868	3,959	7,827	2,892	2,100	2,835
Total 4-19	73,772	71,727	145,499	100,728	27,956	16,815
Grand Total	91,600	88,705	180,305	100,728	27,956	51,621

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.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of July 2 through July 30, 1993, covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 1 to 553, inclusive

Payrolls (net of withholdings).....$6,831,272.81
Accounts $19,561,110.78

$26,392,383.59

CONSTRUCTION FUND

Accounts, Voucher Nos. 1015 to 41, inclusive

Accounts $528,847.07

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1 to 40, inclusive

Payrolls (net of withholdings).....$710,037.53
Accounts $496,946.82

$1,206,984.35

TOTAL $28,128,215.01

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being as follows

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell presented the following reports for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following reports:

REPORT #1

(ITEM 1) (DOC: 9308P1) 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 employes, the Superintendent presented a report to the Committee recommending the following appointments, promotions, return from leave and changes in status. Your Committee recommends that these 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	
David Carlson Siefert	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	08-18-93
Cheryl Moore Dr. M. L. King Jr. Elem.	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	08-18-93
Dahialys Rivera South Division	Clerk Typist I $12,551.33/yr. (Replacement for retirement)	08-18-93
Arnola Sims 53rd	School Secretary I $14,944.00/yr. (New Position)	08-18-93
Barbara Wronka Sherman	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	08-18-93
Karen Zastrow Muir	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	08-18-93
	PROMOTIONS	
Patti DeBow Siefert	School Secretary I $14,944.00/yr.	08-18-93
LeCrystal Griffin Lloyd	Food Service Manager II $12,666.91/yr.	05-21-93
Debra Haase EESSC	School Secretary I $17,305.86/yr.	06-20-93
Lina Parr Office of the Superintendent	Assistant Secretary to the Supt. $28,300.56/yr.	06-28-93
	RETURN FROM LEAVE	
Mary Perich EESSC	School Secretary I $19,415.50/yr.	06-23-93

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS	
Ricarda Braxton Franklin	Clerk Typist I $12,551.33/yr.	08-18-93
Paul Bydynkowski Riverside	Building Service Helper II $23,512,06/yr.	07-01-93
Judith Diliberti Hamilton	School Secretary I $18,240.44/yr.	06-18-93
Grady Gardner Administration Bldg.	Boiler Attendant $26,183.30/yr.	07-06-93
Regina Graham Ins. & Risk Management	Clerk Typist I $15,138.50/yr.	07-19-93
Allen Hendricks Vincent	Building Service Helper II $23,512.06/yr.	07-01-93
James Hotson Parkman	Building Service Helper II $23,512.06/yr.	07-01-93
Bridget Mehringer Vincent	School Secretary I $18,240.44/yr.	07-01-93
Eugene Pramenko Webster	Building Service Helper II $23,512.06/yr.	07-01-93
Bertha Redd 81st	Clerk Typist I $12,551.33/yr.	08-18-93
Kenneth Tabaka Milwaukee Tech	Building Service Helper II $23,512.06/yr.	07-01-93
James Zajdel MHSA	Building Service Helper II $23,512.06/yr.	07-01-93

* * * * *

(ITEM 2) (DOC: 9308P2) 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 01	Division	Salary	Years of Experience Credit	Start Date
Effective September, 1993, payroll:				
Mora A. Anderson(r) English	B	23,113	0	8-25-93
Michelle M. Barker(r)	B	23,113	0	8-25-93

Elementary

Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Thomas G. Bauldry(r) L.D.	B	23,113	0	8-25-93
LaRhonda R. Bearden(r) Elementary	B	23,113	0	8-25-93
Jill T. Benn(r) Elementary	B	23,113	0	8-25-93
Valerie D. Benton(r) Upper Elementary	B	23,113	0	8-25-93
Barbara M. Berdes(r) Elementary	B	23,113	0	8-25-93
Mary A. Borowski(r) Upper Elementary	B	23,113	0	8-25-93
Jeffrey D. Brown(r) Elementary	B	23,113	0	8-25-93
Lanie L. Burke(r) Elementary	B	23,113	0	8-25-93
Bretton A. Butzman(nr) Upper Elem./French	B	23,113	0	8-25-93
Marilyn D. Byrd(r) Elementary	B	24,268	1	8-25-93
Vanessa Chandler(nr) Elementary	B	23,113	0	8-25-93
Anthony M. Chatfield(r) Elementary	B	23,113	0	8-25-93
Kathleen E. Collin(r) Elementary	B	23,113	0	8-25-93
Chelsia Y. Collins(nr) Elementary	B	23,113	0	8-25-93
Lawrence T. Cook(r) Mathematics	B	23,113	0	8-25-93
Angela D. Daniels(nr) Upper Elementary	B	23,113	0	8-25-93
Herbert E. Dundun(r) Upper Elementary	B	23,113	0	8-25-93
Miguel F. Figueroa(r)	B	23,113	0	8-25-93

Upper Elementary

Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Carrol E. Franklin(r) Elementary	B	23,113	0	8-25-93
Tracy A. Gavronski(r) Elementary	B	24,268	1	8-25-93
Mary E. Goham(r) Elementary	B	23,113	0	8-25-93
Pamela F. Greene(nr) Elementary	B	23,113	0	8-25-93
Karen B. Gromowski(r) C.D.	B	23,113	0	8-25-93
Frances A. Gulotta(nr) Hearing Impaired	B	26,580	3	8-25-93
Corzene Hall(r) Elementary	B	23,113	0	8-25-93
Mary Jo Helgert(r) Elementary	B	23,113	0	8-25-93
Bridgette E. Hood(r) Upper Elementary	B	23,113	0	8-25-93
Lesa A. Hull(r) Elementary	B	23,113	0	8-25-93
Jeanne M. Jelinske(r) Elementary	B	23,113	0	8-25-93
Dana M. Jenkins(r) Elementary	B	24,268	1	8-25-93
Heather E. Juzenas(nr) Elementary	B	23,113	0	8-25-93
Cleophus Kilgore, Jr.(r) Phy. Ed./Health/Soc. Studies	B	24,268	1	8-25-93
Joseph M. Kluber(r)(b) L.D.	E	39,800	12.6	8-25-93
Lite E. Knuettel(r) Upper Elementary	B	24,268	1	8-25-93
Joel J. Koeper(r) Elementary	B	23,113	0	8-25-93
Janice G. Love(r)	B	23,113	0	8-25-93

Elementary

Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Anne E. Mansfield(r) Elem./Bilingual	B	23,113	0	8-25-93
Mary L. Marvich(r) Music/English	B	23,113	0	8-25-93
Janet L. Mays(r) Elementary	B	23,113	0	8-25-93
Kevin P. McDonald(r) Upper Elementary	B	23,113	0	8-25-93
Clotilde M. Melo(r) Elementary	B	23,113	0	8-25-93
Frederick W. Nelson(r) Elementary	B	23,113	0	8-25-93
Erica L. Oswald(r) Elementary	B	25,424	2	8-25-93
Laura J. Panfil(nr) Elementary	B	23,113	0	8-25-93
Sara A. Penne(nr) Elementary	B	23,113	0	8-25-93
Kathryn D. Perkins(r) Elementary	B	23,113	0	8-25-93
Marcia J. Pertuz(r) Elementary	B	23,113	0	8-25-93
Morris A. Peterson(r) Spanish/6-12	B	23,113	0	8-25-93
Terry S. Pier(r) English/Theater	B	25,424	2	8-25-93
Esmeralda Quiles(r) Elem./Bilingual	B	23,113	0	8-25-93
Bertha L. Ratcliffe(r) Elementary	B	23,113	0	8-25-93
Kimberly M. Riegg(nr) Mathematics	B	24,268	1	8-25-93
Jason M. Rusch(r) Elementary	B	23,113	0	8-25-93
Beverly L. Ryan(r)	B	23,113	0	8-25-93

Elementary

Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Pamela J. Shelton(nr) Elementary	B	24,268	1	8-25-93
Jane N. Smyczek(nr) Upper Elem./Math	B	23,113	0	8-25-93
Juanita B. Sprouse(nr) Reading	C	35,259	7	8-25-93
Gregory N. Stadler(r) Reading	B	31,200	7	8-25-93
Susan M. Stoner(r) Upper Elementary	B	23,113	0	8-25-93
Angela M. Stueve(nr) Elementary	B	23,113	0	8-25-93
Hollins Terry, Jr.(r) Upper Elementary	B	23,113	0	8-25-93
Karla D. Triggs(r) Upper Elementary	B	23,113	0	8-25-93
Gayle M. Walker(r) L.D.	B	23,113	0	8-25-93
Linda M. Warn(nr) Upper Elem./Science	B	23,113	0	8-25-93
Kathy Jo Warner(r) Upper Elem./Science	B	23,113	0	8-25-93
Jeffrey D. White(r) L.D.	B	23,113	0	8-25-93
Darrell L. Williams(nr) Elementary	B	23,113	0	8-25-93
Donovan S. Williams(nr)(a) Spanish Immersion	B	23,113	0.5	8-25-93
Yvette M . Woods(r) E.D.	B	23,113	0	8-25-93

Schedule 04 - Physical Therapists

Effective September 1993, payroll:

Rosa Ana Avila(nr)		29,873	0	8-25-93

(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) (DOC: 9308P3) 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:

ADMINISTRATIVE APPOINTMENTS

Anthony Pedriana(r)	Principal 21st Street School	Schedule III, Range 14D $59,118
Carol Kopczynski(nr)	Analyst Unemployment Compensation/Workers Compensation	Schedule III, Range 6A $43,000
Lawana Bryant(r)	School Nurse	Schedule III, Range 3C $34,089

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 4) (DOC: 9308P4) Your Committee recommends that the following leaves of absence be, and they hereby are, granted, effective as of the dates indicated:

LEAVES OF ABSENCE

Maternity Leave, to June, 1994:

Jan Heinitz	On Personal Leave	August, 1993

Paternity Leave, to June 1994:

Thomas Geil	Hamilton	August, 1993

Personal Leave, to June, 1994:

Roselyn Clipps	Wausau	August, 1993
Lisa Dadian	Humboldt Park	August, 1993
Catherine Fontanazza	Story	August, 1993
Mary Garcia-Velez	Twenty-First Street	August, 1993
Dona Gilane	Lincoln	August, 1993
Laura Hardy	Kagel	August, 1993
Jane Jaeger	Parkview	August, 1993
Linda Jaworowicz	Sherman	August, 1993
Florence Johnson	Human Relations	September, 1993
Patricia Kolberg	Allen-Field	August, 1993
Evangelista Rivas	Fratney	August, 1993
Cathy Rondinelli	Hi-Mount	August, 1993
Herlard Smith	Custer	August, 1993
Lottie Smith	Burroughs	August, 1993
Phyllis Price	Milw. H.S. of the Arts	August, 1993
Yolanda Vega-Will	Wausau	August, 1993

Personal Leave, to June 1995:

Thomas Meyer	Riverside	August, 1993

LEAVES OF ABSENCE, CONT'D.

Sabbatical Leave, to June, 1994:

Kathie DeVillers	South	August, 1993
David Schoenecker	Thoreau	August, 1993

Study Leave, to January, 1994:

Benson Loomis	On Sabbatical	August, 1993

Study Leave, to June, 1994:

Michelle Lukacs	Pierce	August, 1993

Extension of Leave for Illness, to June, 1994:

Rebecca Ross	On Leave	August, 1993
Juanita Sanders	On Leave	August, 1993

Extension of Leave for Maternity, to January, 1994:

Mary Kay Waldman	On Leave	August, 1993
Laura Hartnett-Weiner	On Leave	August, 1993

Extension of Leave for Maternity, to June, 1994:

Ericka Cipriano	On Leave	August, 1993
Patricia Czernicki	On Leave	August, 1993
Irma Daniels	On Leave	August, 1993
Mary Daugherty	On Leave	August, 1993
Kathleen Donnellan	On Leave	August, 1993
Susan Ellman	On Leave	August, 1993
Gretchen Farrar-Foley	On Leave	August, 1993
Jean Gorectke	On Leave	August, 1993
Randall Haas	On Leave	August, 1993
Sharon Hettrick	On Leave	August, 1993
Michelle Hokenson	On Leave	August, 1993
Patricia Kitscha	On Leave	August, 1993
Jane Konkel	On Leave	August, 1993
Cheryl Lindberg	On Leave	August, 1993
Barbara Moeser	On Leave	August, 1993
Patricia Orozco	On Leave	August, 1993
Laura Rothman	On Leave	August, 1993
Nicki Usinger	On Leave	August, 1993
Patricia Zbichorski	On Leave	August, 1993

Extension of Leave for Personal, to June, 1994:

Robert P. Anderson	On Leave	August, 1993
Judith Bradley	On Leave	August, 1993
Vicki Crabtree	On Leave	August, 1993
Donald Ernest	On Leave	August, 1993
Blanche Hall	On Leave	August, 1993
Lynda Jackson-Conyers	On Leave	August, 1993

LEAVES OF ABSENCE, CONT'D.

Thomas McCallum	On Leave	August, 1993
Patrick O'Mahar	On Leave	August, 1993
Laurie Placek	On Leave	August, 1993
Cheri Riehle	On Leave	August, 1993
Thomas Schwalbach	On Leave	August, 1993
Paul Stafford	On Leave	August, 1993

* * * * *

(ITEM 5) (DOC: 9308P5) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Position	Effective Date
Julie R. Alexandrin	Teacher	06-14-93
Jean W. Alexy	Teacher	06-14-93
Marybeth Andersen	Teacher	06-24-93
Shari L. Andrews	Teacher	05-26-93
Kathleen S. Arts	Teacher	06-14-93
Pamela K. Besch	Teacher	07-07-93
Marshall I. Bullock	Principal	07-01-93
Cindy A. Burleson	Teacher	08-01-93
Catherine E. Daniels	Teacher	07-20-93
Karen L. Davies	Occupational Therapist	06-14-93
Karen T. Diedrich	Teacher	07-06-93
Mary Jo Dobberfuhl	Teacher	08-24-93
Patriq A. DuSaint	Teacher	06-14-93
Elizabeth O. Ehlert	Teacher	06-14-93
Lula Englund	Teacher	06-14-93
Jami L. Feck	Teacher	06-14-93
Anna Marie Feldmeier	Teacher	07-20-93
Michael L. Fischer	Teacher	06-14-93
Wanda A. Foy	Teacher	06-14-93
Brawley E. Gilmore	Teacher	09-23-93
Mark C. Grauer	Teacher	07-01-93
Joyce F. Guinn	Teacher	09-24-93
Sally J. Hanneken	Teacher	06-14-93
Terry L. Hansen	Teacher	06-27-93
William J. Hegarty	Teacher	07-01-93
Patricia M. Holmes	Principal	08-15-93
Cynthia M. Kane	Teacher	06-09-93
Carole E. Kimble	Teacher	07-15-93
Amy G. Klemp	Social Worker	07-15-93
Amy E. Kunkel	Teacher	06-14-93

RESIGNATIONS, CONT'D.

Jeffrey J. LaMarche	Teacher	06-14-93
Michelle A. Leonard	Teacher	07-14-93
George A. Machado	Teacher	07-06-93
Lynn Malatestinic	Teacher	07-14-93
Julie M. Maloney	Teacher	07-20-93
Ann Marie Marlow-Gutierrez	Teacher	06-14-93
Lori A. Monette	Teacher	07-15-93
Willie E. Moore, Jr.	Teacher	06-14-93
Kyoko H. Morris	Teacher	06-14-93
Deborah M. Mueller	Teacher	07-30-93
Edward R. Neudauer	Administrator	10-15-93
Susan M. Novak-Tibbet	Teacher	06-10-93
Phyllis A. Ollie	Ex. Ed. Supvsr.	09-16-93
Matthew R. Parlier	Teacher	07-07-93
Melissa A. Pecunia	Teacher	07-01-93
Jeannine P. Phillips	Teacher	05-28-93
Karl F. Powell	Administrator	07-01-93
DeeAnn V. Ragaisis	Teacher	06-14-93
Teresa A. Redmond	Psychologist	06-22-93
Robbie L. Reinke	Teacher	06-14-93
Rochelle M. Sanders	Teacher	06-14-93
Colleen M. Scharf	Teacher	06-14-93
Penny J. Schiller	Teacher	07-14-93
Glenn W. Schilling	Principal	07-01-93
Neal H. Schowalter	Administrator	06-30-93
Mary M. Shannon	Teacher	06-30-93
Pamela F. Shunk	Teacher	07-20-93
Judith A. Simonitsch	Teacher	07-20-93
Kristen H. Tobias	Teacher	07-07-93
Rosemarie A. Von Rueden	Teacher	06-28-93
Lori J. Weber	Teacher	07-22-93
James A. Williams	Teacher	06-14-93
Sherry B. Williams	Teacher	06-14-93
Tracy A. Willis	Teacher	07-21-93
Lory L. Wycklendt	Teacher	07-19-93
Rita Yanny	Teacher	06-02-93

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(ITEM 6) (DOC: 9308P7) The Superintendent advised your Committee that:

At its meeting on June 30, 1993 (Proc. p. 83-84), the Board adopted a resolution that was introduced by Director David DeBruin regarding screening job applicants for criminal records.

The administration was directed to review the subject resolution and report to the Board on (1) the current procedures for investigating the criminal background of applicants for employment and employees; (2) additional steps, including checks of computerized data bases that could be taken

to more completely check the criminal background of applicants, and (3) the costs associated with such checks, etc.

The administration has requested and received an opinion from the City Attorney as to the legalities of a number of issues pertaining to the proper steps required to implement more complete procedures for conducting criminal background checks within the district. A discussion paper attached to the minutes of your Committee's meeting of August 9, 1993 provides an overview of the issues pertinent to this matter.

Your Commmittee recommends that:

1. To ensure that job applicants for employment with the Milwaukee Public Schools be subjected to a more expanded criminal background check, commencing with the 1993-94 school year, it is recommended that the Board adopt the following policy statement:

It shall be the policy of the Milwaukee Board of School Directors that, prior to the appointment of any person to either a full-time or part-time position, the Department of Human Resources will conduct a crime information records check through the Wisconsin Department of Justice and other appropriate information sources. With respect to applicants with significant experience in other states, the background check will include checks in those states.

If a crime check reveals a conviction(s) or pending charge(s) which the candidate failed to disclose as required on his/her application form, the Department of Human Resources reserves the right to reject the application for employment.

If the crime records check confirms a conviction(s) or pending charge(s) which the candidate acknowledged on the application form, a determination shall be made in consultation with legal counsel, if necessary, whether or not to reject the application based upon a consideration of the circumstances of the conviction(s)/pending charge(s) and whether the circumstances substantially relate to the circumstances of the particular position for which the candidate has applied.

2. That the Department of Human Resources be authorized to promulgate written guidelines which clearly delineate steps to be taken in the hiring process, including identifying the necessary screening processes which must be conducted by Human Resources staff prior to the appointment of any person to either a full-time or part-time position.

* * * * *

(ITEM 7) (DOC: 9308P8) The Superintendent advised your Committee that:

Section 119.25 of the Wisconsin statutes allows the Board to adopt a resolution authorizing the use of either an independent hearing panel or 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.

For the 1988-89 school year, the Board utilized a panel made up of assistant superintendents. For 1989-90 through 1992-93, 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 1993-94 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.

The administration is also recommending continuation of the option of having a non-MPS community representative serve as a voting member of the panel, which was initiated for the 1991-92 school year.

The Superintendent presented an analysis of expulsions for the 1992-93 school year, which has been attached to the minutes of your Committee's meeting of August 9, 1993.

Your Commmittee recommends:

1. That the Board adopt the following resolution:

   Be it resolved for the 1993-94 school year that student expulsions from the Milwaukee Public Schools shall be ordered by a three member independent hearing panel selected from a pool of directors, coordinators, managers, supervisors, specialists, assistant coordinators and program administrators of central office departments and offices; and that one of the three panel members may be a non-MPS community representative; 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.

2. That the same procedures as were used in 1992-93 be followed when hearing all cases of student expulsion.

3. That while it is not required to provide alternative services to expelled students, the independent hearing panel in all expulsion cases should consider providing homebound instruction or a community based organization assignment to expelled students.

4. That when a non-MPS community representative 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.

* * * * *

(ITEM 8) (DOC: 9308P9) The Superintendent advised your Committee that:

At its meetings on June 30 and July 28, 1993 (Proc. pp. 119; 139), the Board referred nine communications from the Milwaukee Building and Construction Trades Council relative to Prevailing Wage Rates to the Personnel and Negotiations Committee. Copies of the communications have been attached to the minutes of your Committee's meeting of August 9, 1993.

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

Construction craftsmen employed at the Facilities and Maintenance Services Department 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). The Committee has been holding communications as they relate to increases in wages and fringe benefits for various Milwaukee Public Schools employes at the Committee level until other 1992-93 labor agreements are resolved.

Your Committee reports having held in Committee the increases in wages and fringe benefits for various Milwaukee Public Schools employes until other 1992-93 labor agreements are resolved.

Your Committee recommends that authorization be granted to enter into contracts with contractors and sub-contractors that pay the prevailing wage rates detailed in the above-mentioned communications.

* * * * *

(ITEM 9) 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 August 9, 1993.

A. Affirmative Action Reports for June and July, 1993.

* * * * *

REPORT #2

Your Committee reports having given hearing under Part IV, Section N (1)(e)(1), of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of Mr. Orlando Moss's appeal of a disciplinary action of 1) suspension from teaching assignment for 30 days, 2) completion of a sexual harassment course that meets with the approval of the system's Affirmative Action Office, and 3) placement of a copy of the disciplinary letter in the file.

Your Committee reports having determined that there existed cause to discipline Mr. Moss.

Your Committee recommends that the disciplinary action of the Superintendent be amended to 1) suspension without pay from teaching assignment for 30 days; 2) completion of a sexual harassment course that meets with the approval of the system's Affirmative Action Office; and 3) placement of a copy of the disciplinary letter in his personnel file, the letter to be removed if after three years no additional misconducts occur.

* * * * *

Separate consideration having been requested of Items 6, and 7 of Report #1, the remainder of the reports were adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

Item 6 of Report #1, relating to a resolution to screen job applicants for criminal records, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

Director De Bruin moved to amend the language in the second paragraph of recommendation #1 to read that the department of Human Resources will reject the application for employment unless it determines that the failure to disclose was not willful, in which case it reserves the right to reject the application for employment.

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

Ayes—Directors De Bruin and Small—2.

Noes—Directors Johnson, Mitchell, O'Neil and President Bills—4.

Director De Bruin moved to amend the last paragraph of recommendation #1 to require that any application which the administration intends to accept, despite

confirmation of conviction or pending charges, be reviewed in closed session by the Personnel and Negotiations Committee.

After discussion, Director De Bruin withdrew his amendment.

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

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

Noes—None.

Item 7 of report #1, relating to delegation of the Board's expulsion authority to an independent hearing panel, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

Director De Bruin moved to amend the report to provide that one of the three panel members may be a community representative not employed by MPS or an MPS parent.

The amendment prevailed, the vote being the same at that preceding:

Ayes—6; Noes—0.

The question being on adoption of the report as amended, the report was adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

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) (DOC: 9308I2) The Superintendent advised your Committee that:

In October 1992, a review of the MPS competency testing policy was initiated in order to meet the goals of: (a) raising expectations for students; (b) better aligning assessments with the Board's academic goals (the K-12 Teaching and Learning Goals); and (c) reducing the tracking impact of the competency testing program. The process of deliberation and input was described in a May 1993 informational item to the Instruction and Community Relations Committee.

The State of Wisconsin has also begun to reform its student assessment program. Their design, including measures of knowledge and skills, student performance assessments, and portfolio assessment, has been named the Wisconsin Student Assessment System (WSAS) to reflect the multitude of measures which are planned at the 4th grade, 8th grade, and 10th grade levels.

The proficiency examination program being recommended here should be considered as one component in an assessment system for the students in the Milwaukee Public Schools.

Your Committee recommends that the Board adopt the recommendations listed below with respect to proficiency testing, subject to the administration seeking a legal opinion regarding the deletion of Overall Recommendation #5: *Limited English Proficient students will be strongly encouraged to take the examinations, but not required to pass them for graduation, as is the current practice,* and the deletion of Overall Recommendation #5 if authorized by the City Attorney's opinion.

Overall Recommendations:

1. Increase the rigor of the assessments to reflect a high school graduation standard, with receipt of a diploma contingent upon passing the examinations.

2. Move from calling the assessments required for graduation "competency tests" to "proficiency examinations" to mark the change in standard.

3. Administer the proficiency examinations first in the spring of the 11th grade and twice in the 12th grade, rather than in the 8th or 9th grade.

4. Exceptional Education students will take the examinations if their IEP (Individual Educational Profile) so states. They will be strongly encouraged to take the examinations.

5. Limited English Proficient students will be strongly encouraged to take the examinations, but not required to pass them for graduation, as is the current practice.,

6. Modifications in the examination procedure (such as time allotted, verbal administration, etc.) will be made for students with special needs.

Writing:

1. Continue to conduct district-wide writer's performance assessments (writing samples) in grades 4, 5, and 7 to ready students for the high school writing proficiency examination.

2. Retain impromptu writing samples (business letter and essay) as the basis for determining writing proficiency.

3. Continue to make meeting the writing performance standard a graduation requirement (see exceptions for Exceptional Education and Limited English Proficient students).

4. Make the writing prompts and rubric (scoring criteria) more rigorous. This has been happening gradually over recent years.

5. Begin administering the writing proficiency examination to 11th graders in spring 1994; provide two opportunities for remaining 12th graders to meet the writing performance standard during the 1994-1995 school year.

6. Administer current assessment to 12th graders in 1993-1994. Ninth and tenth graders will not take the proficiency examination in 1993-1994. However, a writing sample assessment will be administered to 8th and 10th graders as part of the statewide testing program beginning in 1994-1995.

7. Allow students who do not pass the examination by the spring of their senior year to appeal by offering their MPS portfolio as evidence of their writing ability. Each portfolio must be certified by the student's school as representing original work.

Mathematics:

1. Eliminate the BSAP as a competency requirement for graduation.

2. Establish a mathematics proficiency requirement for graduation using a holistically scored performance measure for the class of 1996.

3. Support the development of that measure during the 1993-1994 school year through a committee of teachers, parents, administrators, and business leaders, with field testing, rubric formation, and scoring to occur in the spring of 1994.

4. Begin actual administration of the mathematics proficiency examination in the spring of 1995, testing the 11th graders (class of 1996).

5. Provide for two administrations of the mathematics proficiency examination yearly, starting in the 1995-1996 school year. The fall administration would be available for 12th graders who had not met the standard and the spring administration would be for all 11th graders and those 12th graders who had not yet met the standard.

6. Establish a Mathematics Mastery endorsement for graduation beginning with the class of 1997, based upon the review of a graduate's mathematics portfolio.

7. Support the development of such a portfolio system during the 1993-1994 school years through a committee of teachers, parents, administrators and business leaders, with field testing and rubric formation, and scoring to occur in spring of 1995.

8. Allow any students who do not pass the mathematics proficiency examination by the spring of their senior year to appeal by offering their MPS portfolio as evidence of their mathematics abilities. Each portfolio must be certified by the student's school as representing original work.

Reading:

1. Eliminate the BSAP as a competency requirement for graduation.

2. Continue to include "life skills" in the instructional program at each grade level; however, formal assessment of these skills will not be required.

3. Implement the Reading Mastery Curriculum - good reader behaviors that all students should learn, know and use in all content areas - in grades 6, 7, and 8.

4. Establish a rubric for reading portfolio assessment to determine students' reading proficiency. (A rubric has been drafted and will be piloted during the 1993-1994 school year with city-wide implementation in 1994-1995.)

5. Establish a Reading Mastery endorsement for graduation beginning with the class of 1997, based upon the review of a graduate's reading portfolio.

6. Allow students who do not meet the requirements by the spring of their senior year to appeal by offering their MPS portfolio as evidence of their reading abilities. Each portfolio must be certified by the student's school as representing original work.

* * * * *

(ITEM 2) (DOC: 9308I3) the Superintendent advised your Committee that:

At the meeting of the Board on June 30, 1993 (Proc. p. 119), the following resolution, which was introduced by Director Johnson, was referred to the Instruction and Community Relations Committee:

WHEREAS, The Board of School Directors has instituted a policy that all Milwaukee Public Schools Students in ninth grade will take algebra; and

WHEREAS, There is a need for Milwaukee Public Schools students to perform at high levels in math, science and critical thinking; and

WHEREAS, Math and algebra are necessary and valuable skills for students to possess; and

WHEREAS, Much preparation is necessary in developing skills to be successful in ninth grade algebra, therefore be it

RESOLVED, That the Administration evaluate what math skills are needed at each level in order to provide students the maximum ability for success in algebra; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors adopt supporting policies that will provide for ongoing mathematical skill development prior to the ninth grade level.

The Equity 2000 Project has resulted in the establishment of the policy that all students will study and succeed in algebra by the ninth grade and geometry by the 10th grade. This policy has been phased in following two years of developmental work in curriculum and instruction which included professional development institutes and workshops for all 8th and 9th grade mathematics teachers.

Reform in mathematics has been taking place nationwide. The most visible effort in this regard are the NCTM *Curriculum and Evaluation Standards for School Mathematics*, published in 1989. The work being done in Milwaukee has been based on the NCTM document, but has involved local educators at all levels, elementary, middle school, high school and post-secondary.

The articulation of "necessary skills," has been included in the local curriculum development effort in several ways. Workshops for teachers have focused on the "big ideas" of algebra and geometry, that is on the major concepts and skills that students will need to be successful at the next stage of development. In a time of reform, that process involves issues that do not resolve themselves quickly or easily. The administration expects to be able to publish a draft version of an algebra readiness statement by the end of summer, 1994. This document would address the body of knowledge and skills that are considered important for students leaving middle school and/or entering an algebra course and would focus on the development of that knowledge over the period in grades 5 through 8.

Preparation for algebra and geometry does not begin at grade 5. Curriculum and instructional in pre-school through grade 4 settings must also be reformed to emphasize the higher order thinking and developmental learning goals that are consistent with the recommendations for grades 5-8. The professional development activities planned/supported under the Eisenhower Mathematics and Science Education Act (EMSEA) are aimed at this phase of the mathematics reform effort in Milwaukee. Examples include the support of an activity-based mathematics program in grades K-2 and increasing use and availability of technology at these levels.

Assessment of student learning is the third crucial element in the learning process. Some of the curriculum and instruction reforms can be stimulated through reform in assessment. This is seen in the Chapter 1 non-standardized assessments which will be used for the second year at the middle and high school levels and in the reforms being undertaken at the state level where standardized testing is being augmented by performance assessments. MPS documents related to knowledge and skills needed for success in algebra will include assessment ideas to assist teachers in making accurate judgments about student achievement and in using those findings to modify instruction.

Your Committee recommends that the Board accept Director Johnson's resolution.

* * * * *

(ITEM 3) (DOC: 9308I4) Your Committee reports having received the following informational report from the Superintendent. The report has been made a part of the minutes of your Committee's meeting of August 11, 1993.

A. Report on Activities Relative to System Compliance with Section 504 and of the Rehabilitation Act Of 1973 and the Americans with Disabilities Act (ADA) in the Area of Educational Programs

* * * * *

Separate consideration having been requested of Items 1 and 2, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

Item 1 of the report, relating to proficiency testing, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

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

Ayes—6; Noes—0.

Item 2 of the report, relating to a resolution regarding the teaching of algebra, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

Director Johnson moved to amend the second resolved of the resolution to provide that the administration bring back supporting policies that will provide for ongoing mathematical skill development prior to the ninth grade level by the summer of 1994.

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

Ayes—6; Noes—0.

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

Ayes—6; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 9308F2) 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:

ROOF REPLACEMENT WORK

DIVISION 4—WILLIAM CULLEN BRYANT SCHOOL
M.M. Schranz Roofing and Building Supply Company
Low bidder, base bid of..... $351,684

DIVISION 5—AUDUBON MIDDLE SCHOOL
M.M. Schranz Roofing and Building Supply Company
Low bidder, base bid of..... $79,231

DIVISION 6—BROWNING SCHOOL
M.M. Schranz Roofing and Building Supply Company
Low bidder, base bid of..... $130,500

MASONRY REPAIRS

DIVISION 1—DOVER STREET SCHOOL
Pukall Co., Inc.
Low bidder, base bid of..... $86,200

DIVISION 2—FERNWOOD SCHOOL
Nagy Construction Co., Inc.
Low bidder, base bid of..... $89,000

DIVISION 4—HUMBOLDT PARK SCHOOL
Pukall Co., Inc.
Low bidder, base bid of..... $63,800

DIVISION 5—MORGANDALE SCHOOL
Pukall Co., Inc.
Low bidder, base bid of..... $64,800

DIVISION 6—TIPPECANOE SCHOOL
Pukall Co., Inc.
Low bidder, base bid of..... $146,300

* * * * *

(ITEM 2) (DOC: 9308F3) The Superintendent advised your Committee that:

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 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.

The Milwaukee project within the National Urban Alliance for Effective Education is in its fourth year of successful operation. Money is included in the budget of the Department of Curriculum and Instruction for implementation of the project. The nine schools which participated in the first two-year cycle of the NUA professional development program are reporting significant changes in their approaches to teaching. These schools were:

Douglass Elementary School,
Kluge Elementary School,
Kosciuszko Middle School,
LaFollette Elementary School,
Longfellow Elementary School,
Milwaukee High School of the Arts,
Parkman Middle School,
Robinson Middle School,
Zablocki Elementary School.

During the second year of this second two-year cycle, teams of teachers from nine schools are being trained under the program. They include:

Grand Avenue Middle School,
Green Bay Avenue Elementary School,
Kagel Elementary School,
Lincoln Center Middle School,
Lincoln Avenue Elementary School
Pulaski High School,
Sholes Middle School,
Thirty-eighth Street Elementary School,
Townsend Street Elementary School.

Since the program offers a package of five large-group staff development sessions coupled with sixteen at-site visitations by the consultants, it provides a service not available elsewhere through a bidding process.

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 nine 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, 1994, all project participants will engage in a summative assessment of the progress made during their second year in the project by bringing concrete examples of students' work reflecting cognitively-based instruction such as graphic organizers, learning logs or journals, and learner portfolios.

Teams of teachers from some of the original nine 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 two-year cycle have provided inservice to their school staffs. Several teachers who were trained in the NUA models 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 second group of schools.

Your Committee recommends that approval be given to enter into a contract for $47,685 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 3) (DOC: 9308F4) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5136 160 Ea. Laser Disc Players (C&I Science Adoption)
Laser F/X Inc. ,
Low alternate bid at a unit price of $689.00 for a total of $110,240.00
(less 2% ten days)

SS-0078 2 Each Boilers (Facilities & Maint. for Wright)
(emergency purchase)
Heat and Power Products, IC, low bidder $69,630.00

* * * * *

(ITEM 4) (DOC: 9308F6) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Burdick	Apple Computer, Inc.	$68,058	Computers and Software
Fernwood	Fernwood PTA	$2,625	Student breakfast, field trips
	Fernwood PTA	$1,320	Field trips, end of year carnival
French Immersion	DPI/CESA #1	$1,000	CESA Drug Grant
Granville	Granville PTC	$850	RIF Programs and books
Greenfield	Greenfield PTA	$100	Trees-School beautification
	Fifth grade class	$450	Display case
Hamilton	Citizen's Scholarship Foundation of America	$500	Scholarship Program
Hampton	School fund	$1,629	Programs, field trips, stage backdrop
Humboldt Park	Humboldt Part PTA	$474	Dishwasher
	Humboldt Part PTA	$1,146	Popcorn Maching
Irving	Irving PTC	$790	Field Trips, Boom box/recorder
	Irving PTC	$510 and picnic	Awards, grade 5 graduation luncheon
	Irving PTC	$200	Storyteller program
	Irving PTC	$50	Hearing impaired magician
	Irving PTC	$635	Award ribbons and certificates
Kilbourn	Kilbourn PTO	$144	Lunch with the Principal
Lady Pitts	March of Dimes	$350	Healthy Baby incentives
Marshall	Ameritech SuperSchool grant	$5,098	E-Mail link with sister school in London
	Marshall Band Parent Booster Club	$875	Band instruments, equipment, etc.
McNair	McNair PTA	$175	Service awards, fifth grade completion
Milw. Tech	EZ Paintr	$5,000	Female "Sivyer Award"
Pleasant View	Henri's Food	$121	School use
Sholes	Sholes PTSO	$435	Completion Day supplies
	TIME Insurance Co.	$500	End of Year Appreciation Banquet
Siefert	Siefert PTO	$250	Field Trip
Spanish Immersion	Mr. Allan Montazon and Ms. Stephanie Sandy	$63	School use
	Kathleen Kirchhoff	$25	Toy Vacuum
	Aetna Life Insurance and Annuity Co.	$400	School use
	Ms. Thereas Lindbloom	$25	Box fan

TOTAL	$93,798

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

* * * * *

(ITEM 5) (DOC: 9308F7) The Superintendent advised your Committee that:

The provision and financing of special education services, particularly costly related services, has posed a series of challenges for school districts throughout the nation and in Wisconsin. Recognizing the cost factor, recent state and federal initiatives have focused attention on an interagency effort to provide related services for disabled students.

The catastrophic health care bill of 1987 clearly established that Medicaid shares fiscal responsibility for Medicaid covered services even when those services are prescribed in a child's individualized education program (IEP).

During the fall of 1992, the Milwaukee Public Schools contracted with a consultant, Dr. Edward Friedlander, experienced in tailoring third party billing systems to the needs of educational agencies, to study the feasibility of the Milwaukee Public Schools billing Medicaid for services provided by the district. The goal was to identify potential revenue to the Milwaukee Public Schools in accessing Medicaid, the cost of administering a billing system, and the major variables involved if the Milwaukee Public Schools were to implement a third party billing system. Meetings were held with the staff of the Milwaukee Public Schools, the Wisconsin Medicaid Assistance Program, and the Wisconsin Department of Public Instruction.

The revenue that could be secured from Medicaid, based on staff and student data, is projected at a grand total of $2,531,635 per year. This projection assumes that certified providers and qualified students can be matched on a one hundred percent basis, that the school district can be certified as both an out-patient mental health clinic and as a therapy group, and that all claims would be paid. These revenue projections represent the best case scenario. Actual revenue, especially in the beginning stages, might be considerably less, because several months of project development are necessary prior to implementation.

It is estimated that the cost of administering the Medicaid billing system by the Milwaukee Public Schools would be $187,410 per year. Since a good deal of development and staff training is required, it is anticipated that this cost would be phased in during the first year.

Your Committee recommends that the administration come back to the Committee with a strategic plan at its November meeting, including what funds would be needed to develop the proposal and a timeline.

* * * * *

(ITEM 6) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of August 12, 1993.

A. Progress Report on the Capital Improvement Program (DOC: 9308F1)
B. Report on Funding for WYMS Radio for 1993-94 (DOC: 9308F8)

* * * * *

The report was adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

NEW BUSINESS

The Interim Director of Governance Affairs indicated that with the resignation of Director Mallory from the Board, it would be necessary to appoint someone to take her place on the Library Board.

Director Mitchell was appointed by unanimous consent to serve as the Board's representative on the Library Board.

COMMUNICATIONS AND PETITIONS

The Interim Director of Governance Affairs/Board Clerk presented the following communication:

Communication from Melia S. Baker appealing the school assignment of her children.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 9:52 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 7, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:40 PM.

Present—Directors De Bruin, Johnson (5:51 PM), Mitchell, O'Neil, Sinicki, Small (6:03 PM) and President Bills—7.

Absent and excused—Director Lucey—1.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

September 1, 1993

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, September 7, 1993 at 5:30 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 may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell 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, Mitchell, O'Neil, Sinicki, and President Bills—5.

Noes—None.

The Board retired to executive session at 5:41 PM.

The Board adjourned from executive session at 7:09 PM.

ROBERT J. LAWRENCE

Acting Assistant to the
Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 13, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:17 PM.

Present—Directors De Bruin, Lucey, Mitchell, O'Neil, Sinicki (6:26 PM), Small (6:20 PM) and President Bills—7.

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 10, 1993

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, September 13, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the regular monthly meeting of the Personnel and Negotiations Committee scheduled for 8:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell 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 and President Bills—5.

Noes—None.

The Board retired to executive session at 6:19 PM.

The Board adjourned from executive session at 7:53 PM.

RONALD J. VAVRIK

Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 16, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:37 PM.

Present—Directors De Bruin, Lucey, Mitchell (6:10 PM), O'Neil, Sinicki, Small and President Bills—7.

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 15, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 5:30 PM, Thursday, September 16, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

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

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

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 16, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:47 PM.

Present—Directors De Bruin, Lucey, Mitchell (6:50 PM), O'Neil, Sinicki, Small and President Bills—7.

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 10, 1993

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, September 16, 1993 at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters.

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

This meeting immediately precedes the monthly meeting of the Finance and Facilities Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Lucey moved that the Board retire to executive session for the purpose of discussing litigation matters.

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 retired to executive session at 6:49 PM.

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

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 22, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:45 PM.

Present—Directors De Bruin, Johnson (5:50 PM), Lucey, Mitchell (5:55 PM), O'Neil, Sinicki and President Bills—7.

Absent and excused—Director Small—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 17, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 5:30 PM, Wednesday, September 22, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a special meeting of the Personnel and Negotiations Committee scheduled for 6:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/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, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 5:46 PM.

The Board adjourned from executive session at 7:16 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson and Mitchell—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 24, 1993

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 7:00 P.M., Sunday, September 26, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

The Board retired to executive session at 7:02 PM.

The Board adjourned from executive session at 8:47 PM.

RONALD J. VAVRIK

Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 27, 1993

Special meeting of the Board of School Directors called to order by President Bills at 5:41 PM.

Present—Directors De Bruin, Lucey (5:46 PM), Mitchell, O'Neil, Sinicki and President Bills—6.

Absent and excused—Directors Johnson and Small—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 27, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 5:30 PM, Monday, September 27, 1993 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 and litigation matters.

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

This revised meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. Ongoing daily negotiations with bargaining units and the October 1, 1993 DPI reporting deadline make a longer notice impractical.

RONALD J. VAVRIK
Interim Director/Board Clerk

Revised Meeting Purpose

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

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Mitchell, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 5:43 PM.

The Board adjourned from executive session at 6:56 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 1993

Special meeting of the Board of School Directors called to order by President Bills at 8:00 PM.

Present—Directors De Bruin, Johnson (8:02 PM), Lucey, O'Neil, Sinicki, Small (8:02 PM) and President Bills—7.

Absent and excused—Director Mitchell—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 28, 1993

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 8:00 PM Tuesday, September 28, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. Negotiations held on September 28, 1993 with bargaining units, immediate required Board discussion and the October 1, 1993 DPI reporting deadline make a longer notice impractical.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki 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, O'Neil, Sinicki, and President Bills—5.

Noes—None.

The Board retired to executive session at 8:01 PM.

The Board recessed in executive session from 8:15 to 8:27 PM.

The Board adjourned from executive session at 9:06 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 1993

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

Present—Directors De Bruin, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Absent and excused—Directors Lucey and Mitchell—2

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 29, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 6:30 PM, Wednesday, September 29, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. Negotiations held on September 29, 1993 with bargaining units, immediate required Board discussion, and possible immediate required Board action, and the October 1, 1993 DPI reporting deadline make a longer notice impractical.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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, Johnson, O'Neil, Sinicki, Small and President Bills—6.

Noes—None.

The Board retired to executive session at 6:39 PM.

The Board adjourned from executive session at 8:05 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:10 PM.

Present—Directors De Bruin, Johnson (8:28 PM), Lucey, Mitchell, O'Neil, Sinicki, Small and President Bills—8.

Absent—None.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of July 15, August 4, August 9 and August 12 and the regular Board meetings of July 28 and August 25, 1993 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

September 29, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the International Union of Operating Engineers, Local 950. The contract has been ratified by the unit membership.

It is the recommendation of the Superintendent that the Board approve and adopt the three-year contract (January 1, 1992 through December 31, 1994) with the amendments as indicated on the attached ratification document.

HOWARD FULLER, PH.D
Superintendent of Schools

attachment

(Item 2)

September 29, 1993

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 will be recommended for ratification to its membership.

It is the recommendation of the Superintendent that the Board approve and adopt the one-year contract (July 1, 1992 through June 30, 1993) with the amendments as indicated on the attached ratification document.

HOWARD FULLER, PH.D

Superintendent of Schools

attachment

Director De Bruin moved to concur in the Superintendent's recommendations and adopt the contracts.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of August 1, 1993 through August 31, 1993, covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 554 to 2325, inclusive

Payrolls (net of withholdings)	$3,506,884.63	
Accounts	$17,728,507.45	
		$21,235,392.08

CONSTRUCTION FUND

Accounts, Voucher Nos. 42 to 213, inclusive

Accounts	$986,336.14

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 41 to 155, inclusive

Payrolls (net of withholdings)	$358,833.68	
Accounts	$325,311.55	
		$684,145.23

TOTAL	$22,905,873.45

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being the same as that preceding:

Ayes—7; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell presented the following reports for the Committee on Personnel and Negotiations:

September 29, 1993

To the Board of School Directors:

Your Committee on Personnel and Negotiations presents the following reports:

REPORT #1

(ITEM 1) (DOC: 9309P1) 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 employes, the Superintendent presented a report to the Committee recommending the following appointments, promotions, reinstatements, returns from leave and changes in status. Your Committee recommends that these appointments, promotions, reinstatements, returns 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	
John Abney School Nutrition	Food Service Manager Trainee $7.99/hr.($10,682.63/yr.) (Replacement for promotion)	08-23-93
David Adams School Safety	School Safety Aide $9.36/hr.($13,777.92/yr.) (New position)	08-25-93
Kimberly Johnson School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	08-23-93
Viola McCall Parkman	School Secretary I $15,718.00/yr. (Replacement for termination)	08-18-93
Angel Rosado School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	08-23-93
	PROMOTIONS	
Michael Alles Warehouse & Delivery Serv.	Truck Driver (Light) $31,208.32/yr.	07-12-93
John Applewhite Fac. & Main. Services	School Engineer I $27,571.96/yr.	08-16-93
Bruce Beresford Green Bay	School Engineer II $29,857.88/yr.	08-16-93

Name and Assignment	Position and Salary	Date
	PROMOTIONS, CONTINUED	
Barbara Ceranowski School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.)	08-23-93
Deborah Cobus Ex. Ed. & Supportive Serv.	School Secretary I $17,305.86/yr.	08-15-93
Eileen Ennis 65th	Food Service Manager II $16,216.32/yr.	08-23-93
Michael Frank Fac. & Main. Services	School Engineer I $26,466.18/yr.	08-16-93
Debra Gordon Clarke	Food Service Manger III $14,452.12/yr.	08-23-93
Vicki Hamann School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.)	08-23-93
Kenneth Johnson Fac. & Main. Services	School Engineer I $27,571.96/yr.	08-16-93
Jayne Koceja South Division	Data Processing Technician $27,255.28/yr.	08-30-93
Wanda Krupo Bryant	Food Service Manager III $14,452.12/yr.	08-23-93
Richard Lacy Multilingual/Multicultural	Food Service Manager IV $15,047.19/yr.	08-23-93
John McLaughlin Roosevelt	Building Service Helper II $18,706.48/yr.	08-30-93
Elizabeth McMurry Palmer	Food Service Manager IV $14,674.95/yr.	08-23-93
Tim O'Donnell Parkman	Building Service Helper II $18,706.48/yr.	08-30-93
Patricia Renner Mitchell	Food Service Manager IV $18,309.26/yr.	08-23-93
Sergio Rentas School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.)	08-23-93
Brian Reszczynski Lincoln Middle	Building Service Helper II $18,706.48/yr.	08-30-93
David Rodriguez, Jr. Fac. & Main. Services	School Engineer I $27,571.96/yr.	08-16-93
Eric Seny Milwaukee Tech	Building Service Helper II $18,706.48/yr.	08-30-93

Name and Assignment	Position and Salary	Date
	PROMOTIONS, CONTINUED	
Cynthia Torry School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.)	08-23-93
Bridget Wiseman Parkman	School Secretary I $18,008.90/yr.	08-01-93
	REINSTATEMENTS	
Paula Olson Clarke	Clerk Typist I $12,551.33/yr.	08-18-93
	RETURNS FROM LEAVE	
Susan Beresford Wright	School Secretary I $18,240.44/yr.	08-18-93
Dawniece Cherry EESSC	School Secretary I $18,711.68/yr.	08-16-93
	CHANGES IN STATUS	
Nancy Blumenberg Finance	Account Clerk I $20,601.78/yr.	08-18-93
Marion Burkard Starms	School Secretary I $11.40/hr.($9,120.00/yr.)	08-16-93
Allen Hendricks Fulton	Boiler Attendant Trainee $24,552.06/yr.	08-16-93
James Hotson Audubon	Boiler Attendant Trainee $24,552.06/yr.	08-16-93
Louise Johnson Silver Spring	Food Service Manager II $13,737.78/yr.	08-23-93
Karen Marks School Safety	Clerk Typist I $15,138.50/yr.	08-02-93
Susan McKenna Clement	Food Service Manager I $13,381.25/yr.	08-23-93
Irene Messnick Bruce	School Secretary I $18,240.44/yr.	08-18-93
Patricia Mueller Wisconsin Avenue	Food Service Manager IV $18,309.26/yr.	08-23-93
Donna Pilak Juneau	Food Service Manager II $16,629.10/yr.	08-23-93

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, CONTINUED	
Eugene Pramenko Edison	Boiler Attendant Trainee $24,552.06/yr.	08-16-93
Karen Roussy Kosciuszko	Food Service Manager III $17,714.19/yr.	08-23-93
Peter Rozek Fac. & Main. Services	Plant Operation Serviceman $30,258.02/yr.	08-16-93
Richard Scheible Fac. & Main. Services	Asbestos Worker Foreman $46,912.50/yr.	05-21-93
Michael Shokatz, Jr. Warehouse&Delivery Serv.	Assistant Manager $42,982.00/yr.	07-01-93
Mary Sparks Wright	Food Service Manager III $17,714.19/yr.	08-23-93
Kenneth Tabaka Milwaukee Tech.	Boiler Attendant Trainee $24,552.06/yr.	08-16-93
Lurlene Turner 53rd	Food Service Manager II $16,216.32/yr.	08-23-93
Maria Vasquez C & I	School Secretary I $21,965.06/yr.	09-20-93
Richard Warnke Warehouse & Delivery Serv.	Utility Worker06-30-93 $30,899.96/yr.	
Timothy Yanasak Warehouse & Delivery Serv.	Driver Helper $28,534.48/yr.	07-12-93
James Zajdel Lincoln Middle	Boiler Attendant Trainee $24,552.06/yr.	08-16-93

* * * * *

(ITEM 2) (DOC: 9309P2) 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 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(nr)	Lisa L. Anco Upper Elementary/Science	B	23,113	0	8-25-93
(nr)	Cheri A. Baron Elementary/Art	B	23,113	0	8-25-93

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(nr)	Jacquelyn A. Bichler Upper Elementary/Math	B	23,113	0	8-25-93
(nr)	Lora M. Blair Hearing Impaired	C	31,341	4	8-25-93
(nr)	Faye L. Bressler Upper Elementary/Reading	B	24,268	1	8-25-93
(r)	Stacie M. Brethouwer EC:EEN	B	23,113	0	8-25-93
(r)	Janette Brignoni K/Elem./Bilingual	B	23,113	0	8-25-93
(r)	LeeAnne Brzenk-Nelson Elementary	B	24,268	1	8-25-93
(r)	Benita R. Burgess-Newman Elementary	B	23,113	0	8-25-93
(nr)	Thomas J. Burns Physical Education	B	23,113	0	8-25-93
(r)	Deena L. Camden Upper Elementary/Math	B	23,113	0	8-25-93
(nr) (a)	Barbara H. Carl EC:EEN	BB	37,616	9.2	8-25-93
(nr)	Theodore R. Carlson Reading	C	35,259	7	8-25-93
(nr)	Mary H. Cashman C. D.	B	23,113	0	8-25-93
(r)	Sarah A. Celichowski Phy. Ed/Swim/Adapt. P.E.	B	24,268	1	8-25-93
(r)	Scott T. Cheatham Art	BB	25,482	1	8-25-93
(r)	Jane V. Christianson Elementary	B	23,113	0	8-25-93
(r)	Ronda L. Christoph English/Speech/Drama	B	27,735	4	8-25-93
(nr)	Erica A. Conrady C. D.	B	23,113	0	8-25-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(r)	Linda L. Cram Science/Biology/Chemistry	B	23,113	0	8-25-93
(nr)	Fred A. D'Agostino R.O.T.C.	A	29,642	7	8-25-93
(nr)	J. Elizabeth Dahlk English/Reading	B	30,044	6	8-25-93
(nr)	Julie A. Dolinky E. D.	B	24,268	1	8-25-93
(nr)	Diane L. Edwards Elementary/Reading	BB	26,695	2	8-25-93
(nr)	Laura L. Erikson C. D.	B	23,113	0	8-25-93
(r)	Lori A. Esser English/French	B	23,113	0	8-25-93
(r)	Laura L. Fox C. D.	B	23,113	0	8-25-93
(r)	Robin J. Fraser Upper Elem./Soc. Studies	B	23,113	0	8-25-93
(nr)	Christopher J. Funk Elementary	B	25,424	2	8-25-93
(r)	Nilsa I. Garcia Elementary/Bilingual	B	23,113	0	8-25-93
(r)	Christy M. Grisar Upper Elem./English	B	23,113	0	8-25-93
(r)	Wendy M. Grzegorek L. D.	B	23,113	0	8-25-93
(r)(b)	Leo Guild E. D.	C	36,564	10.6	8-25-93
(r)(a)	James R. Guten Elementary	BB	27,909	3	8-25-93
(nr)	Zubeda A. Hamdani Elementary	C	32,647	5	8-25-93
(r)	Doreen M. Harris English	B	23,113	0	8-25-93

Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:				
(nr) Gloria J. Helgren Elementary	B	23,113	0	8-25-93
(r) Debra M. Huberty Upper Elem./Soc. Studies	B	23,113	0	8-25-93
(r) Christopher Jack Graphic Arts	A	29,642	7	8-25-93
(r) Larrietta Y. Jenkins Elementary	B	23,113	0	8-25-93
(r) Valerie T. Johnson Upper Elem./Soc. Studies	B	23,113	0	8-25-93
(nr) Linda Junker K/Elem./German Immer.	C	35,259	7	8-25-93
(r)(b) Joanne M. Kaml Reading Resource	C	35,259	7.3	8-25-93
(r) Debbie L. Karow E. D.	BB	24,268	0	8-25-93
(r) Timothy D. Kavanagh Elementary	B	23,113	0	8-25-93
(r) Judith Kazel C. D.	B	23,113	0	8-25-93
(r) Annie Kershaw-Rogers C. D.	B	23,113	0	8-25-93
(r)(a) Kathleen M. Kluck Elementary	BB	25,482	1.5	8-25-93
(r) Ann L. Kneser Elementary	B	23,113	0	8-25-93
(r) Paul J. Kroog Math	B	23,113	0	8-25-93
(nr) Mia A. Laursen Upper Elem./Math	B	23,113	0	8-25-93
(r) James D. Lautenschlaeger Physical Education	B	23,113	0	8-25-93
(nr) Henry F. Leonard Elementary	B	23,113	0	8-25-93

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(nr)	Laura K. Loos L. D.	B	23,113	0	8-25-93
(r)	Lutful Mannan Science/Math	B	31,200	7	8-25-93
(r)	David S. Martines Head Start	B	23,113	0	8-25-93
(r)	Amy J. Martinson Elementary/Music	B	23,113	0	8-25-93
(nr)	Roger L. Masarik Physical Education	B	23,113	0	8-25-93
(nr)	Maria A. Mathwig EC:EEN	B	23,113	0	8-25-93
(nr)	Linda M. McGaw Upper Elementary	B	24,268	1	8-25-93
(r)	Heidi P. McNulty E. D.	B	23,113	0	8-25-93
(r)	Sharon A. Metcalf Physical Education	B	24,268	1	8-25-93
(nr)	Rebecca Minehart Elementary	B	25,424	2	8-25-93
(r)	Amy J. Modjeska Elementary	B	23,113	0	8-25-93
(nr)	Barbara L. Moll Upper Elem./Reading	B	31,200	7	8-25-93
(nr)	Marylou Morice Elem./Bilingual	B	23,113	0	8-25-93
(r)	Andrew Moss Elementary	B	23,113	0	8-25-93
(r)	Emma D. Munguia Elem./Bilingual	B	23,113	0	8-25-93
(nr)	Chris G. Natzke Upper Elem./Soc. Studies	B	23,113	0	8-25-93
(r)	Cruz M. Negron Elem./Bilingual	B	31,200	7	8-25-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(nr)	David G. Nelson BF Science/Physics	B	23,113	0	8-25-93
(r)	Jere D. Newman Elem./Montessori	BB	24,268	0	8-25-93
(nr)	Marybell Nieves Elem./Bilingual	B	23,113	0	8-25-93
(nr)	Kari A. Opichka Science	B	23,113	0	8-25-93
(r)	Teresita J. Ortiz Elem./Bilingual	B	23,113	0	8-25-93
(nr)(b)	Annabelle M. Pace Elementary	D	45,003	14.8	8-25-93
(r)	Jose C. Pequeno Math/Bilingual	B	23,113	0	8-25-93
(r)	Christine M. Perala C. D.	B	23,113	0	8-25-93
(r)(b)	Linda M. Peters English/Bilingual	C	39,176	7	8-25-93
(r)	Patsy A. Peterson Reading	B	25,424	2	8-25-93
(nr)	Andrea N. Raffaele L. D.	B	23,113	0	8-25-93
(r)	Tammy A. Reed English	B	25,424	2	8-25-93
(nr)	Karen F. Rinka Upper Elementary	B	23,113	0	8-25-93
(nr)	Mary E. Roberts French	B	23,113	0	8-25-93
(r)	Monserrate Rosado Elem./Bilingual	B	23,113	0	8-25-93
(nr)	Lujdza S. Rufo-Valle L.D./Bilingual	C	32,647	5.5	8-25-93
(nr)	Michelle Rupar Art	B	23,113	0	8-25-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(r)	Cynthia K. Sackmann Art	B	23,113	0	8-25-93
(r)	Julie R. Scheu EC:EEN	B	23,113	0	8-25-93
(nr)	Latasha R. Schwartz Head Start	B	23,113	0	8-25-93
(nr)	Cagney D. Scott Biology	B	23,113	0	8-25-93
(nr)	Deborah Seaton Biology/Life Science/Math	B	23,113	0	8-25-93
(r)	Linda J. Secreto Math	B	23,113	0	8-25-93
(nr)	Christine M. Seegert EC:EEN	B	23,113	0	8-25-93
(r)	David M. Shadlen Math	B	30,044	6.6	8-25-93
(nr)	Jane T. Soko Music	B	25,424	2	8-25-93
(r)	Noy V. Somphone Elementary	B	23,113	0	8-25-93
(nr)	Jo Ann M. Steinbauer Elem./German Immer.	B	23,113	0	8-25-93
(nr)	Stephen W. Swanson Tech Ed	B	23,113	0	8-25-93
(nr)	Marie Thompson Physical Education	B	24,268	1	8-25-93
(r)	Betty A. Threats E. D.	B	23,113	0	8-25-93
(r)	Michael D. Todryk Graphic Arts	B	23,113	0	8-25-93
(r)	Alfred Utri Tech Ed	B	31,200	7	8-25-93
(r)	Rochelle E. Wachs E. D.	B	23,113	0	8-25-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(r)	Rodney J. Walker English	B	23,113	0	8-25-93
(r)	Jennifer L. Watts Elementary	B	23,113	0	8-25-93
(nr)	David A. Weidenbach Physical Education	B	23,113	0	8-25-93
(r)	Diana L. Wellinghoff Elementary	B	23,113	0	8-25-93
(nr)	Jane M. Wernette Elementary	B	23,113	0	8-25-93
(r)	Phaneendra Yadavalli Math/Chem./Physics	B	25,424	2.5	8-25-93
(r)	Linda M. Zahorik Art	B	23,113	0	8-25-93
(r)	Joy M. Cheatham Elementary	B	23,113	0	8-30-93
(nr)	Janet M. Hill Elementary	B	23,113	0	8-30-93
(r)	Kathrine R. McGarry Speech Pathologist	C	26,117	0	8-30-93
	School Social Workers - Schedule 02				
Effective between August 25, 1993, and September 6, 1993, inclusive:					
(r)	Maxine S. Winston		39,252	4.5	9-02-93
	School Psychologists - Schedule 05				
Effective between August 18, 1993, and August 24, 1993, inclusive:					
(nr)	Mary M. Esser		31,345	0	8-19-93
Effective between August 18, 1993, and August 24, 1993, inclusive:					
(nr)	Margaret M. Malensek		31,345	0	8-19-93
(r)	Teri A. Quam		31,345	0	8-19-93
(r)	Jacquelyn A. Reinhardt		31,345	0	8-19-93

(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) (DOC: 9309P3) Your Committee recommends that the following individuals be, and they hereby are, promoted to the classifications indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE PROMOTIONS

(r)	Mary Henry	Guidance/Mathematics Project Coordinator - Equity 2000	Schedule III, Range 9A $60,105
(r)	Derek Brewer	Assistant Director of Safety	Schedule III, Range 9A $52,303

(r) Resident

* * * * *

(ITEM 4) (DOC: 9309P4) Your Committee recommends that the following leaves of absence and rescindings of leave be, and they hereby are, granted, effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1994:

Inez Mathews	Unassigned	August, 1993
Beverly McGrath	Unassigned	August, 1993
Michael Pearson	River Trail	August, 1993
Christine Vranas	Thurston Woods Campus	August, 1993

Illness Leave, to June, 1994:

Renee Burgess	Elem. & Sec. Education	August, 1993
George Sargent	Bay View	August, 1993

Maternity Leave, to January, 1994:

Bonnie Heller	Victory	August, 1993
Linda J. Nichols	Hi-Mount	August, 1993

Maternity Leave, to June, 1994:

Deborah Gradian	Madison	August, 1993
Pamela Keel	Thirty-Eighth Street	August, 1993
Mary Jo Krolikowski	Parkview	August, 1993
Linda J. Nichols	Hi-Mount	August, 1993
Nancy Nichols	On Personal Leave	January, 1994
M. Kathleen Sisel	Cass	August, 1993
Lucille Spoerk	Milw. French Immersion	August, 1993
Amy Tarpey	Thirty-Fifth Street	August, 1993
Jennifer Toetz	Victory	August, 1993

Personal Leave, to January 1994:

Nancy Nichols	Clarke	August, 1993

LEAVES OF ABSENCE, CONTINUED

Personal Leave, to June, 1994:

Nancy Fehl-Wildt	Starms	August, 1993
Muhammad Javeed	Day to Day	August, 1993
Ronnie Johnson	Brown Street	August, 1993
Mary Loose	Steuben	August, 1993
Maria Schwan	Wausau Empl. Training	August, 1993
Jeffrey Tuler	Professional Devel. Cntr.	August, 1993
Hannelore Zarse	Keefe Avenue	August, 1993

Sabbatical Leave, to June, 1994:

Peter Adams	Victory	August, 1993
Kathleen Giese	Lee	August, 1993

Study Leave, to June, 1994:

M. Lucia Cardoso	On Sabbatical	August, 1993
Linda Johnson	Steuben	August, 1993

Extension of Leave for Illness, to June, 1994:

Catherine Fusi	On Leave	August, 1993
Paul Obrien	On Leave	August, 1993

Extension of Leave for Maternity, to June, 1994:

Rebekah Kratz	On Leave	August, 1993
Patricia Luebke	On Leave	August, 1993
Kari McDonnell	On Leave	August, 1993
Ann Molzahn	On Leave	August, 1993
Susan Noelck	On Leave	August, 1993

Extension of Leave for Personal, to January, 1994:

Christi Weiland	On Leave	August, 1993

Extension of Leave for Personal, to June, 1994:

Sidney Hatch	On Leave	August, 1993
Marilyn Killian	On Leave	August, 1993
Luann McKinney	On Leave	August, 1993
Gilbert Rodriguez	On Leave	August, 1993
Catherine Rotello	On Leave	August, 1993

RESCINDING OF LEAVE

Aramis Defort -- Was granted a Sabbatical Leave for the 1993-94 school year. Rescinded as of August 3, 1993.

Laura Rothman -- Was granted an extention of her Child Rearing Leave for the 1993-94 school year. Rescinded as of August 13, 1993.

Herlard Smith -- Was granted a Personal Leave for the 1993-94 school year. Rescinded as of August 12, 1993.

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(ITEM 5) (DOC: 9309P5) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Position	Effective Date
Sherrie K. Akinsanya	Asst. Principal	07-28-93
Martin M. Armato	Ex. Ed. Supvsr.	10-28-93
Timothy E. Aydelott	Teacher	08-31-93
Patricia A. Barth	Teacher	08-23-93
Thomas P. Becher	Teacher	08-24-93
Barbara J. Bednar	Teacher	08-16-93
Jack W. Beschta	Curr. Specialist	08-17-93
Catherine Bolanos	Teacher	08-11-93
Myrta E. Bon	Teacher	08-12-93
Margaret M. Burke-Miles	Teacher	08-11-93
Stacy Carter	Counselor	07-01-93
Barbara I. Cobb	Teacher	07-14-93
Amy L. Correll	Teacher	08-23-93
Linda F. Crowley	Teacher	07-26-93
Sheila R. Dakins	Teacher	08-19-93
Tracy A. Demier	Teacher	08-01-93
Kathie A. DeVillers	Teacher	08-20-93
Alma R. Dunkerson	Teacher	08-10-93
Mary Jo Edwards	Counselor	08-01-93
Beth Eisendrath	Teacher	08-23-93
Brown L. Everett	Teacher	08-09-93
Danielle C. Fahser	Teacher	08-10-93
Julie Ann Farris	Teacher	08-21-93
Mark A. Feider	Teacher	08-23-93
Kathleen M. Flannery	Teacher	06-14-93
Kerry B. Frederick	Speech Pathologist	08-24-93
Christy G. Gallow	Teacher	06-30-93
Ann M. Gardner	Teacher	08-16-93
Audrey C. George	Ex. Ed. Supvr.	06-18-93
Timothy P. Goetter	Teacher	08-12-93
Elizabeth M. Gomez	Teacher	08-23-93
James J. Gorecki	Teacher	08-05-93
Laura C. Gruber	Teacher	08-19-93
Diane M. Gulbronson	Teacher	08-24-93
Robin Hanson-Goedderz	Teacher	08-17-93
Kiku Y. Harvey	Teacher	08-24-93
Andrew C. Herriges	Teacher	07-29-93
Kristen A. Herriges	Teacher	08-04-93
Gail C. Herzich	Teacher	07-20-93
David C. Higley	Teacher	08-19-93
Fran I. Hoffman-Peter	Teacher	08-01-93
Anita M. Holm	Teacher	06-14-93
Rebecca R. John	Teacher	08-16-93
Bobby L. Johnson	Teacher	08-19-93
Louise M. Klawon	Teacher	08-23-93
Karla K. Klein	Teacher	08-13-93
Mary H. Kmiotek	Teacher	08-01-93

Lisa A. Knudson	Psychologist	08-18-93
Judith A. Kohl	Teacher	06-14-93

RESIGNATIONS, CONTINUED

Name	Position	Effective Date
Thomas R. Kowalczyk	Teacher	08-19-93
Mary M. Kremer	Teacher	08-09-93
Paul A. Kresse	Teacher	07-29-93
Deanna M. Krieg	Teacher	07-17-93
Ahmad C. Laiq	Teacher	08-12-93
Elizabeth A. Lama	Teacher	08-02-93
Mary A. Lau	Teacher	08-12-93
Laurie J. Laz	Teacher	08-17-93
Gwen Leitgen	Principal	08-03-93
Jane E. Lepold	Teacher	08-26-93
Katherine C. Lewis	Teacher	08-16-93
Kimberly L. Lewis	Teacher	08-17-93
Gerald R. Luecht	Asst. Principal	08-16-93
Victoria E. Marone	Teacher	06-14-93
Steven P. Meulemans	Teacher	08-25-93
Steven J. Mitchell	Teacher	08-23-93
Joyce E. Montanye	Teacher	06-14-93
Kerrie Lyn Ness	Teacher	07-28-93
James B. Neubert	Psychologist	08-16-93
Elizabeth M. Neuville	Teacher	08-15-93
Melinda E. Newsom	Teacher	07-31-93
Jack R. Nickerson	Teacher	08-16-93
Christine M. Nyswonger-Winkler	Teacher	08-20-93
Karyn M. O'Connor	Teacher	07-26-93
Anne E. O'Hara	Teacher	08-16-93
Lois B. Osmer	Teacher	08-11-93
Donna M. Palkowski	Teacher	08-24-93
Susan C. Powell	Teacher	08-03-93
Carol J. Prasse	Psychologist	08-13-93
Janet N. Railsback	Teacher	08-24-93
Barbara A. Robinson	Occupational Therapist EESSC	08-24-93
John C. Robinson	Teacher	08-20-93
Deborah J. Rolling	Teacher	08-23-93
Cynthia M. Roth	Teacher	08-01-93
Christina M. Ruppenthal	Teacher	08-13-93
Patricia Ann Saelens	Teacher	08-16-93
Donna Lynn Sayler	Teacher	08-19-93
Russell Lee Sayler	Teacher	08-19-93
Elizabeth A. Schimke	Teacher	08-16-93
Michele M. Schmidt-Semo	Speech Pathologist EESSC	07-22-93
Laureen M. Sherman	Teacher	07-28-93
Earl D. Simpson	Teacher	08-20-93
Mary Ann Smith	Teacher	08-13-93
Paul D. Sojkowski	Teacher	07-28-93
Patti J. Stevenson	Teacher	08-23-93
William E. Stout	Teacher	07-26-93
Robert E. Sullivan	Ex. Ed. Supvr.	10-15-93
Joan K. Sumner	Teacher	08-06-93
Karl R. Talcott	Teacher	08-17-93

Mayra R. Tejera-Vollmar	Teacher	08-24-93

RESIGNATIONS, CONTINUED

Name	Position	Effective Date
Stephanie K. Terranova	Teacher	08-02-93
Jane M. Turney	Teacher	08-01-93
Jose E. Velazquez	Teacher	08-09-93
George A. Weisbeck Jr.	Psychologist	08-12-93
Constance Wells	Speech Pathologist EESSC	07-01-93
Deena R. Wetzel	Speech Pathologist EESSC	08-19-93
Cheryl L. Williams	Teacher	08-13-93
Terry D. Worth	Teacher	08-19-93
Kimberly K. Yardley	Teacher	08-24-93
Christine A. Zarembka	Teacher	08-09-93
Jo Ellyn Zenisek	Teacher	08-24-93
Geoffrey A. Zeidler	Teacher	08-05-93

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(ITEM 6) (DOC: 9309P7) The Superintendent advised your Committee that:

On August 11, 1993, the administration received a request from Melie S. Baker requesting that her children be allowed to transfer to a suburban district. Ms. Baker states that her children were denied because they are not from the Black or Hispanic ethnic group. Ms. Baker sights problems with her current school as the reason for the request.

The request to apply for a suburban school was denied because the children would not enhance the racial make-up of suburban school districts as described in Wisconsin State Statute 121.85(2).

Your Committee reports having given hearing to Ms. Baker.

* * * * *

(ITEM 7) (DOC: 9309P8) The Superintendent advised your Committee that:

In June, 1993, the Board directed the administration to work with representatives from King College Bound High School to develop a recommendation regarding a student screening process. The report which follows has been developed by the school. The recommendation would provide the Board the basis to begin discussing the issue of student tracking and grouping.

Research continues to show that, as a group, gifted and talented students are the most underserved students in the public schools. Too often, these students are ignored, restricted, or underachieving and, if not part of the typical dropout statistics, have become in-school dropouts.

The Milwaukee Public School District is not in compliance with some Standard (t) areas of the Wisconsin State Statutes pertaining to education of gifted and talented students. The district is currently working towards compliance with Standard (t).

The intent of the standard is to cause school districts to develop the means by which gifted and talented students will be identified and, once identified, provided access to a set of systematic and continuous instructional activities which are appropriate to the developmental needs of those students so identified.

At the high school level, the educational program at Rufus King High School, started during the 1978-1979 school year as part of the Milwaukee Public Schools' response to the 1975 federal

court-ordered desegregation plan, meets the academic needs of gifted and talented, college bound high school students.

Rufus King's International Baccalaureate (IB) Program, a major attraction to the school, was recently recognized by the National Endowment for the Arts for its role in providing a rigorous academic program to the school's diverse, urban student population.

Until 1987, students were selected to participate in the Rufus King High School program based upon demonstrated academic achievement and commitment to a college bound curriculum.

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.

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/high-potential students. As a result of the current open enrollment policy, the school's:

- grade point average has declined
- attendance has declined
- incident referral rate has increased
- enrollment of entering students with grade point averages below 2.00 has increased

A serious consequence of this practice has resulted in a limiting of opportunity to many gifted and talented students as well as the departure of many qualified students to suburban, private and/or parochial schools.

The attachment contains an analysis of a grade point average (GPA) for ninth grade students by eighth grade GPA and ninth grade GPA.

As part of the district's effort to meet the state standard for gifted and talented students, it is suggested that a revised gifted and talented identification, screening and selection process for eighth grade students interested in attending Rufus King High School be established.

The new screening and selection process must:

a. be developed during the first semester of the 1993-1994 school year for implementation during the district's school selection process for the 1994-1995 school year.
b. provide an inclusive opportunity for all interested eighth grade students in the district to apply.
c. include the creation of a representative district-wide identification, screening and selection committee (composed of teachers, students, and parents) to insure equity and fairness.
d. incorporate strategies that will allow the identification, screening and selection committee to review such factors as:
    - portfolios of student work
    - parent nomination
    - teacher recommendations
    - attendance
    - special talents
    - co- and extra-curricular activities
    - standardized test scores
    - grade point average (GPA)
    - nominations by peers
    - personal interview results
e. insure that King maintain its tradition of meeting or exceeding the district's racial balance guidelines.

Your Committee reports having given hearing to representatives of Rufus King High School and other interested parties regarding the above proposal.

Your Committee recommends that a proposal or process be prepared in accordance with items *a* through *e* above for consideration with the school-to-work and school assignment review for the Committee's October meeting.

* * * * *

(ITEM 8) (DOC: 9309P9) The Superintendent advised your Committee that:

In July, 1993, the Truancy Abatement and Burglary Suppression Program (TABS) became a part of the Wisconsin State Statutes, Sections 48.19(1) - 48.20(3), 118.16(4)(e).

The TABS program will allow Milwaukee police officers to pick-up students who are truant and take them to a youth service center. In a non-statutory provision of the law, the Milwaukee Board of School Directors is required to establish one or more youth service centers for counseling children taken into custody by police for truancy. The Board is required to contract with the Boys and Girls Club of Greater Milwaukee for the operation of the centers.

The Milwaukee Boys and Girls Club will have the following responsibilities:

- provide adequate space for the program;
- provide necessary furniture/equipment to operate the program;
- provide staff to counsel students regarding truancy and program support.

Parents will be contacted by the centers and asked to pick-up and return the child to school or home. The center will also have a staff available to counsel students regarding the reason for being truant. To access parents phone numbers and current school assignment, a terminal is required to be on site at two youth service centers. Milwaukee Public Schools community aides will have the responsibility to access the needed information from a program specially designed for the TABS program. The community aide will have responsibility for making phone contact with the child's parents.

The terminals at the center will only have access to the specially designed TABS program. Student information located on other programs will not be available to the centers.

Security procedures will be in place to prevent unauthorized access to the TABS program and to ensure the security of the terminals when not in use.

The cost associated with purchasing and installing terminals and the cost of the two community aides will be derived from the funding the state allocated to the TABS program.

The funding for the entire program will be derived from state funding for the TABS program. A funding of $303,954 has been approved.

Your Committee recommends:

1. That the Board authorize the administration to contract with the Boys and Girls Club of Greater Milwaukee to operate two youth service centers.

2. That authorization be granted to locate terminals and community aides at the Irving J. Seher and Mary Ryan Boys and Girls Club Centers to implement the TABS program, with funding for the terminals and aide positions to be from funds allocated by the state for the TABS program.

3. That Milwaukee Public Schools Community Aides be the only staff that shall have access to and use of information on the terminals at the centers.

4. That appropriate security measures be implemented to prevent unauthorized access to the TABS program, other student information and terminals.

5. That the Division of Student Services be responsible for inservicing the community aides on confidentiality and security of student records.

* * * * *

(ITEM 9) (DOC: 9309P10) The Superintendent advised your Committee that:

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

Construction craftsmen employed at the Facilities and Maintenance Services Department 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).

Since June of 1992, the Committee has been holding communications as they relate to increases in wages and fringe benefits for various Milwaukee Public Schools employes at the Committee level until other 1992-93 labor agreements are resolved. (The Committee and Board have approved the wage increases for employees working for contractors and subcontractors under public works projects.)

As contracts are now being concluded with various bargaining units, it is appropriate for the Committee to consider the wage increases for MPS employees. The communications that have been held in Committee are as follows:

Communications from the Milwaukee Building and Construction Trades Council relative to the payment of prevailing wage rates to MPS employees:

Communications dated:	Received by Board:
5-15-92;	5-27-92, Proc. p. 52;
5-27-92, 6-9-92;	6-24-92, Proc. p. 125;
6-25-92, 7-13-92, 7-17-92;	7-29-92, Proc. p. 175;
9-1-92, 9-28-92;	9-30-92, Proc. p. 287;
10-19-92	11-2-92, Proc. p. 341
11-24-92;	12-21-92, Proc. p. 441;
3-25-93;	3-31-93, Proc. p. 610.
5-4-93; 5-12-93	5-26-93, Proc. p. 43
6-2-93; 6-7-93; 6-15-93; 6-17-93; 6-21-93	6-30-93, Proc. p. 119
6-30-93; 7-7-93; 7-16-93 (2); 7-23-93	7-28-93, Proc. p. 139

Your Committee recommends that the increases in wages and fringe benefits for various Milwaukee Public Schools employes listed in the above communications be approved.

* * * * *

(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 September 13, 1993.

A. Affirmative Action Reports for July and August, 1993. (DOC: 9309P6)

* * * * *

REPORT #2

Your Committee reports having given hearing under Part IV, Section N (1)(e)(1), of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of an appeal of disciplinary action of termination of the employment of Ralph Vena, a teacher.

Your Committee reports having determined that there existed cause to terminate Ralph Vena based upon violation of the residency requirement of the contract.

Your Committee recommends that the disciplinary action of the Superintendent of termination of employment be sustained.

* * * * *

The reports were adopted, the vote being as follows:

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

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) (DOC: 9309I1) The Superintendent advised your Committee that:

The State Third Grade Reading Test is administered to all third grade students in accordance with Educational Standard (r). The test contains three passages for students to read, two narrative selections of approximately 1,000 words, and one expository selection of about 500 words. Reading Comprehension is measured on the basis of 31 questions associated with the passages.

Analysis of 1992-1993 Results

Based on State of Wisconsin performance standards, 65% of MPS third grade students were reading at acceptable levels during the 1992-93 school year. The remaining 35% were not reading at acceptable levels.

According to State of Wisconsin legislation, school districts having less than 80% of its third grade students scoring above the performance standard must develop a program of special reading instruction to address the needs of those who failed to reach the third grade standard. Because only 65% of its students scored above the performance standard, MPS must develop a special reading program to address the reading deficiencies of its fourth grade students who failed to reach the performance standard as third graders.

The target population for this supplemental reading program during the 1993-94 school year will be those fourth grade students who failed to reach the grade three reading performance standard in the spring of 1993. About 35% of the 1992-93 grade three population will be involved in this special reading effort.

Data from the 1993 testing were analyzed to identify factors that can make a difference in the way we go about preparing students for the Wisconsin Grade Three Reading Test. This analysis showed that:

- Compared to the average third grader across the State of Wisconsin, MPS third graders showed a higher level of interest in reading.
- Compared to the average third grader across the State of Wisconsin, MPS third graders showed a lower level of understanding of reading strategies.
- Compared to the average third grader across the State of Wisconsin, MPS third graders possessed a lower level of background information associated with the reading passages.
- Compared to the average third grader across the State of Wisconsin, MPS third graders have poorer inferential reading skills.

Effective Strategies for Use During 1993-1994

Selected schools, in which eighty percent or more of its third graders scored above the state performance standard on the 1993 Third Grade Reading Test, completed a list of strategies, activities, and programs that was used in preparing students for testing. These ideas included:

- High achievement on the third grade test was a major priority in the schools.
- High level of staff enthusiasm was present.
- Each school had a plan devised by the staff that was worked on all year.
- Attention was given to appropriate test setting.
- Storylords strategies
- Storymapping
- Sustained quiet reading
- Novel reading
- Reading incentive Programs, i.e., Book-It, RIF, D.E.A.R., etc.
- Reading to students daily
- Test-taking skills/Practice testing

Reading resource teachers from the selected schools will share these ideas at the September reading resource teacher inservice. Additional strategies will be shared with reading resource teachers at their monthly meetings. It is expected that reading resource teachers will share this information with second and third grade teachers in their assigned schools.

The low test performance could be partially attributed to the following factors: 1) limited student background knowledge and concepts, 2) low reading ability, 3) difficulty with inference questions, and 4) length of passages. (Narrative passages are 1,000 words and Expository 500 words.) Teachers will receive suggested instructional strategies, activities and programs related to factors associated with areas of weakness on a monthly basis.

Composition of the Test

The passages used on the Third Grade Reading Test are changed each year. The vendor draws passages from published or publishable materials, books or magazine articles, such as *Cricket, National Geographic World,* or *Ranger Rick.* The passages must be representative of high quality literature for children and must allow for the development of quality items. The vendor uses the following criteria in selecting passages:

- Text Structure: Narrative text should reflect traditional story structure which includes a readily identifiable problem, strong plot, resolution of the problem and well-developed characters. Expository text should reflect structures familiar to third graders such as description, comparison, and explanation.

- Content: Passages should represent high-quality literature, reflect universal themes with which third-grade students can identify, such as making new friends, and be of general interest and familiarity to most students. Stories should have well-developed characters who are portrayed as positive role models. No materials that include religious themes, violence, or controversial subject matter can be used.

The department is particularly interested in including at least one multi-cultural passage on the TGRT. That passage should:

a. have a contemporary setting which provides a positive image of the culture being portrayed (African-American, Hispanic, Asian, American Indian, etc.);

b. have an author and/or illustrator (preferably both) of the ethnicity being portrayed in the passage, and

c. be multi-ethnic as opposed to uni-ethnic (inclusion of characters of ethnicity different from those of the main characters).

• Readability: Reading passages should be appropriate for third graders in terms of factors such as conceptual load, vocabulary, syntactic patterns, sentence length, and clarity. The reading level should be comparable to material typically found in third grade texts.

All passages should be in English; any non-English words must be defined in the passage. Any words critical to understanding the passage which are likely to be unknown to third graders must be defined or cued by context clues. The majority of sentences should be written in a logical sequence, i.e., subject, verb, object, and should not include embedded clauses.

• Bias: Passages should be bias free in areas such as gender, ethnicity, age, physical differences, socioeconomic status, and rural/urban.

• Length: Narrative passages should be approximately 900-1500 words long; expository passages should be about 400-700 words long. Materials can be abridged from longer pieces.

• Source: No materials published in any basal readers can be used. In the past, no award-winning or honor selections such as Caldecott, Newbery, or Coretta Scott King materials have been used. It is the department's intent to maintain this policy. Any exceptions to the policy require approval by the department and advisory committee.

• Illustrations: Illustrations or photographs that accompany passages should be used to the extent possible. One to ten illustrations/photographs per passage are generally used.

The suggested passages are submitted to the Third Grade Reading Test Advisory Committee for review, further development and final recommendation.

Based on the stated criteria it will be necessary for teachers to expose students to a wide variety of themes and concepts through literature, both narrative and expository, encourage teachers to use a variety of materials, especially magazines, and provide opportunities for students to engage in uninterrupted reading of longer passages.

The 1994 test will be administered during the period of March 14-April 1, 1994.

Your Committee recommends that the administration proceed as indicated above, that the administration change the five year goal on reading from 85% to 95% and tie it to accountability measures, and that the administration advise the Committee of the steps being taken to involve parents to improve third grade reading achievement.

* * * * *

(ITEM 2) Your Committee reports having received the following informational report from the Superintendent. The report has been made a part of the minutes of your Committee's meeting of September 15, 1993.

A. Presentation of Partnership and MPS Alternative Schools Final Evaluation Report (DOC: 9309I2)

* * * * *

Separate consideration was requested of items 1 and 2.

Item 1, relating to the third grade reading test, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Lucey moved the following substitute for the Committee's recommendation:

> That the administration proceed as indicated above, and that the administration advise the Committee of the steps being taken to involve parents to improve third grade reading achievement.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil and Sinicki—6.

Noes—Director Small and President Bills—2.

Item 2, relating to an informational report on the partnership and MPS alternative schools final evaluation report, having been set aside for separate consideration, after discussion, the chair accepted the report, no action being required.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 9309F1) 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:

1993 ENERGY RETROFIT WORK
DIVISION 1—MECHANICAL WORK, TEMPERATURE CONTROL WORK AND AIR BALANCE WORK
VARIOUS SITES

EEC Controls, Inc. Combination bid of $608,000 plus $80,000 for Mandatory Alternate Bid 1 to install outdoor air dampers and operators plus $105,000 for Mandatory Alternate Bid 2 to furnish and install Energy Management System or direct digital controller $793,000

WINDOW REPLACEMENT PROJECTS
DIVISION 1—GARDEN HOMES SCHOOL
FULL WINDOW REPLACEMENT

J. F. Cook Co., Inc., Low bidder, base bid of $242,550 plus $17,200 for Mandatory Alternate Bid 2 to replace all existing shades with new shades $259,750

WINDOW REPLACEMENT PROJECTS
DIVISION 2—GOLDA MEIR SCHOOL
FULL WINDOW REPLACEMENT

J. F. Cook Co., Inc., Low bidder, base bid of $447,200 plus $16,600 for Mandatory Alternate Bid 2 to replace all existing shades with new shades $463,800

WINDOW REPLACEMENT PROJECTS
DIVISION 3—AUER AVENUE SCHOOL
FULL WINDOW REPLACEMENT

J. F. Cook Co., Inc., Low bidder, base bid of $322,990 plus $22,200 for Mandatory Alternate Bid 2 to replace all existing shades with new shades $345,190

WINDOW REPLACEMENT PROJECTS
DIVISION 6—CRAIG ALTERNATIVE SCHOOL
PARTIAL WINDOW AND LINTEL REPLACEMENT

J. F. Cook Co., Inc., Low bidder, base bid of $47,300 plus $3,200 for Mandatory Alternate Bid 2 to replace all existing shades with new shades $50,500

BOILER INSTALLATION—WRIGHT MULTILANGUAGE MIDDLE SCHOOL

Butters-Fetting Co., Inc., Second low bidder, base bid of $68,484

CONSTRUCTION MANAGER—LINCOLN MIDDLE SCHOOL OF THE ARTS

Voss-Jorgensen-Schueler Co., Inc. $178,500

* * * * *

(ITEM 2) (DOC: 9309F2) The Superintendent advised your Committee that:

Since 1988 the Milwaukee Public Schools has been authorized under Sec. 119.72, Stat., to contract with private, non-profit, non-sectarian day care centers located in the City of Milwaukee to provide early childhood education to four and five year olds who are residents of the city.

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 1988-89. 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.

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.

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.

Legal notice and public informational meetings were given soliciting proposals from child care providers. A total of 9 proposals were submitted to the advisory board for consideration. 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.

Your Committee recommends that a contract be awarded to the following agencies to provide and fill allocated FTE (K5's or K4's or a combination thereof to):

Day Care Center	**92-93 Slots**	**93-94 Slots**	**Amount**
Carter Child Development Center	49	57	$196,650
La Causa Day Care Center, Inc.	49	57	196,650
Silver Spring Neighborhood Ctr.	36	36	124,200
Urban Day I	20	20	69,000
Urban Day II	20	20	69,000
Neighborhood House	12 (.50 prog.)	10 (.50 prog.)	34,500
Nurtury Child Development Ctr.	20	10 (.50 prog.)	34,500
Learning Enterprise of Wisconsin	10 (.50 Prog.)	0	0
Total	**216**	**210**	**$724,500**

At no time shall sub-grantees receive payment for seats which were not filled by eligible Milwaukee resident students.

* * * * *

(ITEM 3) (DOC: 9309F3) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following sole source purchases:

SS-077 Macintosh Computer Lab (Hartford Ave School)

Apple Computer for 15 Macintosh LC520 student stations with built in CD-ROM; 1 printer; ethernet networking; and assorted lab pack software for a total cost of $30,081

SS-079 Writing to Write Lab (Riley School)

Golden & Associates for 13 Dell 486SX student workstations to be set up in 3 labs to run the IBM "Writing to Write" program; 1 file server; and encyclopedia CD applications. The "Writing to Write" program will complement the "Writing to Read" program already in place at the school. Total cost of all hardware and software is $34,296

SS-080 Macintosh Powerbook Computers for School Psychologists

Apple Computer for 42 portable Macintosh Powerbook computers and 42 printers for use by school psychologists. These Macintosh units will enhance the goal of providing one common system of technological support for the Department of Exceptional Education. Total cost of the equipment and software is $97,802

* * * * *

(ITEM 4) (DOC: 9309F7) The Superintendent advised your Committee that:

In March, 1993, the Milwaukee 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 determine the extent of the reduction / elimination of carryovers.

A schedule of carryovers from 1992-93 to 1993-94 by school and by department was submitted by the Superintendent and has been attached to the minutes of your Committee's meeting of September 16, 1993.

- •**Remaining Expenditure Balance** - This balance represents the total amount of surplus or deficit incurred at year-end.
- •**Automatic 1992-93 Carryovers** - This amount is either a surplus or a deficit. The remaining surplus is automatically carried over up to the maximum carryover limitations of 1.5% or 3%, depending on whether or not the school carried over school based management funds in the previous year. All deficits are carried over in full.
- •**Special Request** - This reflects the amount of any special request for carryover submitted by schools and departments.
- •**Special Request Recommended For Approval** - This column reflects the amount of special request carryover recommended for approval.
- •**Comments** - The comments section indicates why a special request was or was not recommended for carryover.

The carryover policy was developed to meet several objectives, including providing financial incentives for controlling expenditures and providing consequences for overspending budgetary authority. The following statistics demonstrate that, overall, the carryover policy was very successful in meeting these primary objectives.

	Unaudited 6/30/93	**6/30/92***	**6/30/91***	**6/30/90***
$ Amount of School School Surpluses Carried Over**	$2,868,283	$1,134,976	$284,653	$131,135
$ Amount of School Deficits	$526,178	$7,361,615	$6,525,318	$3,093,376
Number of Schools With Deficits	33	93	74	57
$Amount of Departments and Special Accounts With Deficits	$1,377,324	$2,117,513	$5,917,889	$8,859,493
Number of Departments and Special Accounts With Deficits	17	14	21	19

***** In these years, the deficit amounts include salary accounts that were not controlled on a school-by-school basis.

******This amount does not include special requests of $150,300 which have not yet been approved by the Milwaukee Board of School Directors.

This first year of budgetary accountability did not come without problems, concerns and issues. School and departmental deficits were incurred for a variety of reasons. Some deficits involve mistakes which were made by the budget and and other administrative staff. Some deficits involve mistakes made by principals. This year proved to be a learning experience for the entire district. As we move forward this next year, principals and departmental staff will all work to correct these problems. In addition, financial management in-services will be held again this year in October or November and the Finance staff will once again emphasize the process used to monitor budgets and to correct errors or request additional funding.

The carryover policy states that the amount of any projected district deficit will determine the extent of the reduction/elimination of carryovers. Although recent unaudited projections indicate that the district will incur a budgetary deficit as of June 30, 1993, due to the accrual of anticipated wage settlements, it is recommended that the Milwaukee Board of School Directors waive this policy this year only and allow the automatic carryover of school funds of $2,868,283. This is recommended because: a) principals worked hard this first year of a decentralized budget process to ensure that they ended the year with a surplus and b) the year-end district deficit is attributable to factors beyond the control of the schools and the schools should not be penalized.

The carryover policy allows the carryover of funds for special projects or planned purchases with approval by the Milwaukee Board of School Directors. The instructions issued in May 1993 to both schools and departments for requesting such a carryover were:

> "These requests will only be considered for special projects or planned major purchases which were budgeted within the current year, but could not be completed due to circumstances beyond the school's / department's control. They will not be allowed for routine on-going operations or for salary accounts. They will not be allowed if the department / school / centrally funded program incurs a deficit at year-end. These requests must be submitted, in writing, to the Budget Office, no later than June 30, 1993 and must include the following information:
>
> 1. The nature of the expense for which the carryover is requested
> 2. The purpose which the activity or purchase will serve
> 3. The cost of the activity or purchase
> 4. The impact of not providing the carryover
> 5. The date by which the funds will be spent
> 6. An explanation of why the fund could not be used in the current year."

Each request was evaluated based on the criteria contained within these instructions. If it was felt that the request met the criteria, it has been recommended for approval. A total of $453,745 requests were made and $452,019 are recommended for approval.

Your Committee recommends:

1. That the Milwaukee Board of School Directors waive the policy to reduce/eliminate carryovers on the basis of projected district deficits for this year only and allow the automatic carryover of school funds of $2,868,283.

2. That approval be given to the special carryover requests recommended of $452,019.

3. That the administration develop procedures that principals and department heads can follow which will ensure that, if procedures are followed, a final and binding determination of budget issues will be reached within a determined period of time.

4. That the administration establish a process through which schools with deficits can apply for fund transfers which would be presented to the Board within two months, the process to include the following:
   a. Schools must demonstrate an impact on the educational programs which justifies the transfer;

b. The Board shall be advised of the facts as stated by the school as to how the school believes the deficit arose and the facts as stated by the administration to the extent the administration disagrees with the school's facts;
c. The administration shall make a recommendation to the Board regarding each transfer request relative to the administration's evaluation of the need for the transfer; and
d. Transfers shall not be greater than the deficit.

* * * * *

(ITEM 5) (DOC: 9309F8) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Hawthorne	Johnson Controls	$651	Teacher recognition and incentives
Kagel	Firstar Corp.	1000	Science lab materials and equipment
MPS-Even Start	Capitol Court Corp.	350	Teen Parent Program at Marshall
MPS-C & I	American College Testing Program	17500	2500 PLAN assessment instruments and feedback to 10th grade students
Robinson	Burrus Research	1845	Books for students
Sholes	Time Insurance Co.	500	After school buses
Twenty-first St.	Wisconsin Gas Co.	2500	Equip and furnish new publishing lab
Washington award	Nu Skin	500	Twenty-first Century Program-Hyman
TOTAL		$24846	

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

* * * * *

(ITEM 6) (DOC: 9309F9) The Superintendent advised your Committee that:

At its meeting on May 26, 1993, the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

WHEREAS, The number of seats for alternative education students needs to be increased in order to provide an alternative education program for those students who cannot succeed in a traditional classroom setting, and

WHEREAS, Additional alternative education program seats are also required so that students returning from correctional institutions can receive the special services need prior to being placed in a traditional classroom setting, and

WHEREAS, The current capacity of MPS buildings does not allow the District to meet the needs of all alternative education students, and

WHEREAS, Evening programs could be established in MPS buildings at a cost lower than the current day program cost; therefore, be it

RESOLVED, That special evening alternative education programs be developed and staffed by MPS teachers in MPS buildings for students who cannot succeed in a traditional classroom setting and for those students returning from correctional institutions, and be it

FURTHER RESOLVED, That students assigned to these programs remain in the program for a minimum of one year, with the understanding that documented progress would result in reintegration into a regular school.

In June, 1993 the Board gave hearing to the resolution submitted by Director Small and approved a resolution calling for the Administration to return with a report in September describing an

assessment of the desirability and feasibility of an after-school alternative program to address the needs of children who are disrupting regular education programs and juveniles returning from correctional institutions. The report would include recommendations and describe the advantages and disadvantages of an evening program as opposed to day programs for chronic disrupters and adjudicated delinquents.

A report was prepared by the Department of Alternative Programs and has been incorporated into the minutes of your Committee's meeting of September 16, 1993.

Your Committee recommends that the recommendations contained in the report be referred to the administration for consideration and inclusion in the overall alternative program strategy and evaluation report recommendations that the administration will present to the Committee at its October meeting.

* * * * *

(ITEM 7) (DOC: 9309F10) The Superintendent advised your Committee that:

In February 1992, a resolution by Director Bills was passed by the Milwaukee Board of School Directors directing the administration to perform a needs assessment of the district's overall technology requirements. To perform this assessment, the Milwaukee Board of School Directors approved funding within the 1992-93 budget for consultants to assist in the development of a strategic plan for technology for both administration and instruction.

At the direction of the Executive Technology Review Committee (ETRC), a broadly based technology working group met to develop a framework which would guide the development of the educational component of the plan. In December 1992, the Milwaukee Board of School Directors adopted these educational technology standards. In February 1993, Andersen Consulting along with their teaming partners of the Nova Group and Coleman & Williams were hired to work with the district to develop the long-range plan.

The Strategic Plan for Technology was developed under the direction of the ETRC. Since February, consultants and district staff have worked closely together to develop this plan. On September 7, 1993, the ETRC approved the final plan.

The plan serves as a planning framework and provides a target environment to support the district's goals of Student Achievement, Equity and Fiscal Responsibility. It is only the beginning. This technology plan should be considered a working document. The ETRC will review and update the plan and the initiatives within the plan annually to coincide with the budget process.

Phase one of the technology plan, which addresses the district's critical technology needs, was approved in the 1993-94 budget at a cost of $1.6 million. The district must continue to invest substantial effort to execute the plan. The plan extends for six years and estimates that the full cost of implementation is $74 million to $82 million. Funding strategies, which were not part of the scope of this plan, will be developed by the ETRC. The strategies will include a combination of centrally funded projects, school funded projects, grants dollars and support from the community.

An Executive Summary of the Strategic Plan for Technology was presented under separate cover and has been made a part of the minutes of your Committee's meeting of September 16, 1993. A copy of the full plan is available in the Finance Department. The Finance Director welcomes any questions that Board members may have on the plan itself or on the process that was used to develop the plan.

Your Committee recommends that the Milwaukee Board of School Directors approve the Strategic Plan for Technology as a working document and a planning framework which establishes the broad direction for administrative and educational technology for the district and that the administration annually update the plan and bring to the Milwaukee Board of School Directors through the budget planning process a request for funding as well as funding strategies for specific initiatives for the subsequent year.

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(ITEM 8) (DOC: 9309F11) The Superintendent advised your Committee that:

The name Greenfield Montessori School more accurately reflects the school's mission and philosophy of education. The new name will heighten public awareness of the school's program.

Adding the word Montessori formalizes what the school has unofficially called itself for years. Students even have T-shirts which say Greenfield Montessori School. The school has already received some national attention for its public school Montessori program, identified as Greenfield School.

Keeping Greenfield in the name validates the 70-year history of the school at 1711 S. 35th St. GREENFIELD is carved into the stone facade facing 35th Street.

There is consensus among staff, parents, and students that this name change would be appropriate. Input was solicited through several surveys and questionnaires from May, 1992, to April, 1993. Votes of parents and students were overwhelmingly in favor of Greenfield Montessori School. The staff indicated unanimous support in June, 1993.

Greenfield School would like to officially change its name to Greenfield Montessori School in honor of the tenth anniversary of its involvement with Montessori education (September, 1983). We would like to use the name in the publicity of anniversary-year events during the '93-'94 school year.

Your Committee recommends that the name of Greenfield School be changed to Greenfield Montessori School, with the understanding that the school will bear all costs associated with the name change.

* * * * *

(ITEM 9) (DOC: 9309F12) The Superintendent advised your Committee that:

The numbers of identified exceptional education students with speech/language needs has exceeded the enrollment projections. It is necessary, therefore, to advertise, recruit and hire two speech/language pathologists as soon as possible.

The numbers of early childhood students with exceptional education needs who also require supplemental medical support and/or occupational and physical therapy services has exceeded the enrollment projections. This requires the immediate addition of one occupational therapist, one physical therapist, two paraprofessionals (1.50 FTE) and two handicapped children’s assistants (1.50 FTE).

The numbers of students with cognitive and/or physical disabilities who also have complex medical needs have exceeded enrollment projections and present unique supplementary support needs requiring the addition of two teachers, two paraprofessionals (1.50 FTE) and two handicapped children’s assistants (1.50 FTE).

Your Committee recommends that $310,800 be transferred from the exceptional education expansion account to the appropriate accounts for the positions identified above to address the needed expansions.

* * * * *

(ITEM 10) (DOC: 9309F13) The Superintendent advised your Committee that:

The Lavarnway Alternative Program, a behavioral reassignment program for students in grades 6-8, has previously been housed at the Lavarnway Boys and Girls Club, 2739 N. 15th Street.

The Phase II Evaluation of MPS and Partnership Alternative Schools found the facility currently housing the Lavarnway Behavioral Reassignment Program to be inadequate for the program. The evaluation recommends the Lavarnway Program be moved from its current facility. The program can be moved to a facility at 2479 N. Sherman Blvd. The building is owned by the Mount Zion Baptist Church.

Funds have been included in the budget for leasing this facility, but the Board needs to authorize entering into the lease agreement.

Your Committee recommends that authorization be granted to enter into a lease agreement for one year with Mount Zion Baptist Church for the property at 2479 N. Sherman Blvd., at a cost not to exceed $26,000.

* * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of September 16, 1993.

A. Statement of Revenues (DOC: 9309F5):

The Superintendent submitted the following Statement of Revenues for the month ending June 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations(3)	$562,461,086	$(1,199,945)	$561,261,141	$559,189,286	$2,071,855	99.6%
Categorically Aided	48,799,303	10,375,362	59,174,665	57,041,315	2,133,350	96.4%
School Nutrition	23,083,231	128,511	23,211,742	22,100,092	1,111,650	95.2%
Construction(3)	22,800,000	0	22,800,000	7,901,980	14,898,020	34.7%
Extension (3)	6,266,245	(350,000)	5,916,245	5,745,398	170,847	97.1%

B. Statement of Expenses (DOC: 9309F5):

The Superintendent submitted the following Statement of Expenses for the month ending June 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$562,461,086	$7,447,341	$569,908,427	$569,997,993	$(89,566)	100.0%
Categorically Aided	48,799,303	10,375,362	59,174,665	58,578,886	595,779	99.0%
School Nutrition	23,083,231	128,511	23,211,742	21,771,974	1,439,768	93.8%
Construction	22,800,000	5,000,070	27,800,070	10,664,752	17,135,318	38.4%
Extension	6,266,245	47,958	6,314,203	6,021,604	292,599	95.4%

(1) Represents 1991-1992 appropriations carried over to the 1992-1993 fiscal year and Board approved transfers during the 1992-1993 fiscal year.

(2) Encumbrances and expenditures included through June 30, 1993 and payrolls through June 18, 1993.

(3) The revenue budget has been decreased by an amount previously recorded as applied surplus. The applied surplus entry was used in the past to balance the expenditure and revenue budgets after carrying forward outstanding encumbrances from the prior year end.

C. Expenditure Control Report (DOC: 9309F6)

D. Vandalism Cost Report (DOC: 9309F15)

E. Schematic Design Drawings for Lincoln Center Middle School of the Arts (DOC: 9309F16)

* * * * *

Separate consideration having been requested of Items 1, 2, 4, 7 and 10, the remainder 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 De Bruin moved to adopt the report.

Director De Bruin moved to refer the award of a contract for $793,000 to Energy Retrofit back to Committee.

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

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

The question being on approval of the balance of the contract awards, the motion prevailed, the vote being the same as that preceding:

Ayes—7; Noes—0.

Item 2, relating to award of early childhood contracts to day care centers, having been set aside for separate consideration, Director Johnson moved adoption of the report.

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

Ayes—7; Noes—0.

Item 4, relating to special requests for carryover of funds, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Sinicki moved to amend the report by replacing recommendations 3 and 4 with the following provisions: that those schools which show a deficit from the 92-93 school year receive 50% of that deficit back into their 93-94 budget; that those schools which show a surplus be allowed to come back in November and request from the Board their surplus monies; that the administration develop a process which would enable the principals and department heads to more accurately track their budgets and be able to project a deficit or surplus, by June of each year; that this be put annually on the Finance and Facilities Committee agenda in June before the budget adoption; and that the administration send a letter to all the principals to be placed in their file which forgives them of all blame.

The motion failed for lack of a second.

Director Lucey requested separate consideration of recommendations 1 and 2 from recommendations 3 and 4.

There being no objection, the request was granted.

The question being on adoption of recommendations 1 and 2, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Mitchell, Sinicki, Small and President Bills—5.

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

The question being on approval of recommendations 3 and 4, Director De Bruin moved the following substitute for recommendations 3 and 4:

Because 1992-93 was the first year of the carryover policy and because this was also the first year that principals were required to fully manage school budgets and because of the problems that were encountered this first year, it is recommended that the administration provide a report to the School Board in November, which includes:

•the problems encountered and what steps will be taken to ensure that these problems will be minimized in 93-94; and

•procedures that principals and department heads can follow which will ensure that, if procedures are followed, a final and binding determination of budget issues will be reached within a determined period of time.

For this year only, that the School Board waive the carryover policy that requires all school deficits to be carried over into the next year and, instead, amend this policy to require that only one-half of the 92-93 school deficits be carried over to 93-94.

Director Mitchell moved to amend the substitute as follows:

•~~the problems encountered and what steps will be taken to ensure that these problems will be minimized in 93-94; and~~

•procedures that principals and department heads can follow which will minimize the problems experienced in 1992-93 and ensure that, if procedures are followed, a final and binding determination of budget issues will be reached within a determined period of time.

The amendment was adopted by consensus.

Director Sinicki moved to amend the substitute by adding the following language:

That the process to request carryover funds be extended to November in the Committee process.

The question being on Director Sinicki's amendment to the substitute, the amendment failed of adoption, the vote being as follows:

Ayes—Directors Sinicki and Small—2.

Noes—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil and President Bills—6.

The question being on Director DeBruin's substitute to recommendations 3 an 4 as amended by Director Mitchell, the substitute prevailed, the vote being as follows:

Ayes—Directors De Bruin, Mitchell, Sinicki, Small and President Bills—5.

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

Director O'Neil left at 10:10 PM.

Item 7, relating to the long-term strategic technology plan, 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, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

Item 10, relating to leasing a middle school behavioral reassignment alternative program facility, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Johnson disqualified himself from voting on the matter since his firm does business with the organization in question.

The motion to approve the report prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, Sinicki, Small and President Bills—6.

Noes—None.

Abstaining from voting—Director Johnson—1.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs presented six 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 Panels of September 15 at 9:00 AM and 2:30 PM; September 17 at 9:00 AM; September 27 at 9:00 AM; and September 29, 1993 at 9:00 and 11:00 AM.

Director Mitchell moved to modify the report of September 27 at 9:00 AM to provide services to the expelled student.

Director De Bruin moved to postpone consideration of the September 27, 9:00 AM report until the regular October Board meeting.

After discussion, there being no objection, Director Be Bruin withdrew his amendment.

The question being on the modification of the report of September 27 at 9:00 AM, the motion failed of adoption, the vote being as follows:

Ayes—Directors Johnson and Mitchell—2.

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

The question being on the motion to accept the expulsion orders, the motion prevailed, the vote being as follows:

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

Noes—Director Mitchell—1.

NEW BUSINESS

Director Sinicki moved to suspend Board rules to allow the regular October, November and December, 1993 Board meetings to be rescheduled.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

Director Lucey moved to reschedule the regular October Board meeting to Tuesday, November 2; the regular November Board meeting to Monday, November 22; and the regular December Board meeting to Wednesday, January 5.

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

Ayes—7; Noes—0.

* * * * *

The Interim Director of Governance Affairs presented information on the cost of a special election prior to the spring 1994 election to fill the vacancy on the Board created by Director Mallory’s resignation.

No motion to call a special election prior to the spring election having been made, the Chair directed the Interim Director of Governance Affairs to prepare a call for a special election to coincide with the spring 1994 election for action by the Board at the appropriate time.

The Board adjourned at 11:15 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	415	415		2	667	13	89	45	9	5	830
K3	406	303		7	437	42	48	154	21		709
PK	34	19		1	37		2	13			53
K4	2125	1993		38	2256	187	404	1146	83	4	4118
K5	4257	4044	4	90	4846	352	942	1926	145	4	8305
01	4928	4562	2	111	5808	351	1062	2018	141	1	9492
02	4383	4190		96	5175	369	911	1917	105		8573
03	4202	4006		89	4904	320	900	1892	101	2	8208
04	4057	3904		91	4747	339	853	1849	82		7961
05	3957	3811		72	4635	328	873	1779	81		7768
06	3885	3610		96	4462	301	792	1757	86	1	7495
07	3794	3512		87	4441	271	779	1665	63		7306
08	3633	3564		96	4354	243	748	1689	67		7197
09	4241	4273		123	5077	229	990	2020	74	1	8514
10	3329	3373		87	3782	202	729	1844	57	1	6702
11	2483	2727		66	2726	187	512	1663	53	3	5210
12	1837	1984		43	1847	168	373	1343	46	1	3821
13	6	3			1			8			9
Invalid	16	16		1	15		2	14			32
TOTAL	51988	50309	6	1196	60217	3902	11009	24742	1214	23	102303

Total Active Detached..... 46 (Included above) Total Suburban Transfers—5959

Total Inactive..... 1242(Not included above) Head Start—99

Brown Deer	169	Glendale/River Hills	117	Mequon-Thiensville	201	St. Francis	147
Cudahy	282	Greendale	309	New Berlin	120	Wauwatosa	838
Elmbrook	293	Greenfield	74	Nicolet	157	West Allis	346
Fox Point	134	Hamilton	82	Oak Creek	322	Whitefish Bay	412
Franklin	395	Maple Dale-Indian Hills	330	Shorewood	293	Whitnall	273
Germantown	42	Menomonee Falls		South Milwaukee	363		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1626	86.9	118.0	6.0	Milwaukee Tech	1832	86.1	121.0	4.0
Custer	1171	81.4	92.0	5.0	North Division	921	82.4	84.0	4.0
Hamilton	1840	91.0	124.0	5.0	Pulaski	1546	80.4	103.0	5.0
Juneau	872	89.5	67.0	3.0	Riverside	1458	88.7	103.0	5.0
King	1229	93.9	72.0	4.0	South Division	1794	90.0	160.0	5.0
Madison	1273	81.0	96.0	5.0	Vincent	1383	83.9	94.0	5.0
Marshall	1253	91.5	96.0	5.0	Washington	1639	83.4	130.0	5.0
MHSA	859	94.6	64.0	3.0	TOTAL	20696	86.9	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	974	92.4	71.0	4.0	Muir	951	91.3	78.0	4.0
Bell	929	90.5	71.0	3.0	Parkman	585	89.0	45.0	4.0
Burroughs	923	91.5	74.0	4.0	Robinson	531	94.1	42.0	2.0
Edison	803	90.9	75.0	3.0	Roosevelt	646	94.1	47.0	3.0
Fritsche	1010	92.7	85.0	4.0	Sarah Scott	659	91.0	52.0	3.0
Grand Avenue	653	92.9	66.0	3.0	Sholes	891	91.4	75.0	3.0
Kosciuszko	739	85.4	82.0	4.0	Steuben	939	92.7	70.0	4.0
Lincoln	664	92.5	47.0	3.0	Walker	835	88.6	71.0	3.0
Malcolm X	615	86.2	55.0	4.0	Webster	1001	91.3	76.0	4.0
Acad	802	91.2	64.0	3.0	Wright	771	93.7	63.0	3.0
Milw.Ed.Center	1145	95.1	77.0	4.0	TOTAL	17066	91.5	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	388	95.3	20.0	1.0	Humboldt Park	580	95.5	49.0	2.0
Allen Field	1011	94.1	85.0	2.0	Irving	667	94.2	51.0	2.0
Auer	615	95.0	58.0	2.0	Kagel	360	95.6	45.0	2.0
Barton	569	95.8	33.0	3.0	Keefe Av.	633	94.3	58.0	2.0
Brown Street	547	95.2	72.0	3.0	Kilbourn	432	95.3	40.0	1.0
Browning	410	93.9	34.0	1.0	Kluge	582	94.3	47.0	2.0
Bruce	557	94.6	38.0	2.0	LaFollette	650	94.7	61.0	2.0
Bryant	619	94.3	39.0	3.0	Lancaster	583	94.0	35.0	2.0
Burbank	565	94.9	32.0	2.0	Lee	610	94.2	57.0	2.0
Burdick	485	93.6	40.0	1.0	Lincoln Av.	660	95.5	43.0	2.0
Carleton	465	95.5	29.0	2.0	Lloyd St.	552	96.1	43.0	2.0
Cass	627	91.9	50.0	2.0	Longfellow	653	95.5	44.0	2.0
Clarke	506	94.5	51.0	2.0	Lowell	291	93.2	17.0	1.0
Clemens	439	95.7	34.0	1.0	MacDowell	534	96.0	45.0	1.0
Clement	431	96.1	31.0	1.0	Manitoba	382	96.4	39.0	2.0
Congress	483	95.5	30.0	1.0	Maple Tree	504	94.4	30.0	2.0
Cooper	376	93.9	27.0	1.0	Maryland Av.	342	93.9	27.0	2.0
Curtin	351	94.7	24.0	1.0	McNair	286	93.7	23.0	1.0
Doerfler	673	94.1	37.0	2.0	Meir	242	97.6	19.0	1.0
Douglass	305	93.3	23.0	1.0	Milw.Im.French	398	96.5	29.0	1.0
Dover	610	91.8	39.0	2.0	Milw.Im.German	557	95.9	42.0	2.0
Dr. King	545	94.1	57.0	2.0	Milw.Im.Spanish	522	96.1	40.0	1.0
Eighty-first	462	95.1	25.0	1.0	Mitchell	752	93.2	50.0	2.0
Elm	561	96.5	42.0	1.0	Morgandale	621	95.9	49.0	1.0
Emerson	277	96.9	22.0	1.0	Multilingual	365	94.7	41.0	1.0
Engleburg	515	95.6	37.0	2.0	Neeskara	419	95.9	31.0	1.0
Fairview	563	94.4	54.0	2.0	Ninety-fifth	329	95.8	24.0	1.0
Fernwood	424	93.5	30.0	2.0	Palmer	624	91.7	60.0	2.0
Fifty-third	398	96.2	27.0	1.0	Parkview	412	96.0	27.0	1.0
Forest Home	931	94.7	80.0	3.0	Phillip	344	95.5	29.0	1.0
Franklin	602	94.4	61.0	2.0	Pierce	577	94.0	69.0	2.0
Fratney	368	94.5	34.0	1.0	Riley	666	96.0	53.0	2.0
Gaenslen	733	92.9	76.0	2.0	River Trail	364	93.4	20.0	1.0
Garden Homes	503	95.3	46.0	2.0	Seventy-eighth	560	93.5	44.0	2.0
Garfield	437	95.5	34.0	1.0	Sherman	599	94.4	31.0	2.0
Garland	342	93.9	20.0	1.0	Siefert	628	94.5	54.0	2.0
Goodrich	435	96.0	25.0	2.0	Silver Spring	343	93.7	29.0	1.0
Grant	588	95.3	36.0	2.0	Sixty-fifth	386	95.4	27.0	1.0
Grantosa	624	94.9	44.0	2.0	Starms	381	94.7	41.0	1.0
Granville	410	95.6	31.0	2.0	Story	504	95.9	49.0	2.0
Green Bay Av.	560	96.0	62.0	2.0	Stuart	333	96.1	24.0	1.0
Greenfield	386	97.0	34.0	1.0	Thirty-eighth	574	95.5	39.0	2.0
Hampton	561	94.8	39.0	3.0	Thirty-fifth	347	95.4	22.0	1.0
Happy Hill	489	94.3	29.0	2.0	Thirty-first	534	96.5	42.0	1.0
Hartford	631	94.5	34.0	2.0	Thirty-seventh	540	91.3	54.0	2.0
Hawley	339	94.2	23.0	1.0	Thoreau	710	96.2	49.0	2.0
Hawthorne	350	94.8	27.0	1.0	Thurston Woods	346	94.2	29.0	1.0
Hi-Mount	468	95.2	29.0	1.0	Tippecanoe	246	95.5	16.0	1.0
Holmes	745	94.0	81.0	2.0	Townsend	520	96.1	36.0	1.0
Honey Creek	353	94.7	29.0	1.0	Trowbridge	348	92.6	32.0	1.0
Hopkins	775	92.9	71.0	2.0	Twenty-first	584	95.4	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	665	94.6	65.0	2.0	Whitman	400	92.3	35.0	1.0
Urban Waldorf	317	94.1	24.0	1.0	Whittier	209	94.9	10.0	1.0
Victory	476	96.5	37.0	2.0	Wisconsin Av.	680	95.1	56.0	3.0
Vieau	621	95.4	61.0	2.0	Zablocki	615	94.8	44.0	2.0
Wheatley	760	94.4	67.0	2.0	TOTAL	56126	94.8	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	43	77.1	1.0	1.0	Manitoba Ortho.	109	90.6	4.0	.0
Craig	153	70.2	30.0	1.0	Phoenix Alt. HS	173	66.5	9.0	1.0
Hayes	116	77.8	30.0	1.0	Pleasant View	107	79.6	17.0	1.0
Kilmer	261	89.0	22.0	1.0	Sixty-eighth	158	77.3	16.0	1.0
Lady Pitts	168	67.9	30.0	1.0	Stay	102	75.3	10.0	1.0
Lapham Park	58	83.6	17.0	1.0	Commun. Based	901		0	.0
Lavarnway	8	92.0	0	1.0	TOTAL	2357	77.5	186.0	11.0
					MPS TOTAL	96245	92.1	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	38	1	2379	34	29	0	415	5	894	22	36	2	3791	64	3855
Emotion. Dist.	29	1	1384	47	2	0	112	4	443	23	25	2	1995	77	2072
Autistic	0	0	78	6	1	0	4	1	43	1	2	0	128	8	136
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	33	49	1	0	7	6	11	43	0	1	53	99	152
Physically Hdcp.	4	0	347	61	19	2	66	6	212	34	9	2	657	105	762
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	106	26	18	2	23	8	90	19	8	0	248	55	303
Mentally Ret.	13	3	1507	229	15	10	161	25	364	103	13	3	2073	373	2446
Speech/Languag	42	19	2215	1461	45	45	338	260	983	694	39	40	3662	2519	6181
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	130	24	8049	1913	130	59	1126	315	3040	939	132	50	12607	3300	15907
Ethnic Totals	154		9962		189		1441		3979		182		15907		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 1993

Special meeting of the Board of School Directors called to order by President Bills at 1:54 PM.

Present—Directors De Bruin, Johnson (2:01 PM), Mitchell, O'Neil, Sinicki and President Bills—6.

Absent and excused—Directors Lucey and Small—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

September 30, 1993

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 1:45 PM, Thursday, September 30, 1993 In Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and formulating strategies concerning collective bargaining negotiation matters and possibly taking action on matters, including but not limited to, the ratification of negotiated labor agreements for district employees.

The Board, pursuant to Wisconsin Statutes 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session, including but not limited to, the ratification of negotiated labor agreements for district employees.

This meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. Negotiations held on September 30, 1993 with bargaining units, immediate required Board discussion, possible immediate required Board action, and the October 1, 1993 DPI reporting deadline make a longer notice impractical.

RONALD J. VAVRIK
Interim Director/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, Mitchell, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 1:56 PM.

The Board reconvened in open session at 2:22 PM.

Director Mitchell moved that the Board ratify the contract negotiated with the Administrators' and Supervisors' Council.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Mitchell, O'Neil, Sinicki and President Bills—6.

Noes—None.

The Board's negotiator, Mr. Michael Spector, presented an update on the certification of final offers with the Milwaukee Teachers' Education Association (Teachers), with all issues resolved for three years except for residency.

The Board adjourned at 2:32 PM.

RONALD J. VAVRIK
Interim Director of Governance Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 6, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:07 PM.

Present—Directors De Bruin, Johnson (7:11 PM), Lucey, O'Neil, Sinicki, Small (7:11 PM) and President Bills—7.

Absent and excused—Director Mitchell—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

October 7, 1993

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 7:00 PM, Wednesday, October 6, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters, including, but not limited to the hiring of outside legal counsel in accordance with the provisions of Wisconsin Statutes Section 119.12 (6).

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (g), may retire to executive session to deliberate these matters and reconvene in open session for action on matters considered in executive session including, but not limited to the hiring of outside legal counsel.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

This meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. Requirements for the filing of litigation briefs make a shorter notice impractical.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki moved that the Board retire to executive session for the purpose of discussing litigation matters, including, but not limited to the hiring of outside legal counsel in accordance with the provisions of Wisconsin Statutes Section 119.12 (6).

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:10 PM.

The Board adjourned from executive session at 8:42 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 14, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:28 PM.

Present—Directors De Bruin, O'Neil, Sinicki, Small and President Bills—5.

Absent and excused—Directors Johnson, Lucey and Mitchell—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

October 7, 1993

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 14, 1993 at 6:15 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters.

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

This meeting immediately precedes the monthly meeting of the Finance and Facilities Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session for the purpose of discussing litigation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:30 PM.

The Board adjourned from executive session at 7:07 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 21, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:53 PM.

Present—Directors De Bruin, Johnson, Mitchell, O'Neil, Small and President Bills—6.

Absent and excused—Directors Lucey and Sinicki—2.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

October 15, 1993

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 21, 1993 at 6:45 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, considering and taking action on a student expulsion order of the Independent Hearing Panel of the Board of School Directors formulated at a meeting held at 9:00 AM, Thursday, September 30, 1993.

This meeting immediately precedes a special meeting of the Board scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board accept the student expulsion order of the Independent Hearing Panel of the Board of School Directors formulated at a meeting held at 9:00 AM, Thursday, September 30, 1993.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 6:57 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 21, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

Present—Directors De Bruin, Johnson, Mitchell, O'Neil, Small and President Bills—6.

Absent and excused—Directors Lucey and Sinicki—2.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

October 13, 1993

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 21, 1993 at 7:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications for the position of Director of Governance Affairs.

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

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell moved that the Board retire to executive session for the purpose of reviewing applications for the position of Director of Governance Affairs.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:01 PM.

The Board adjourned from executive session at 9:15 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 1, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:14 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil (8:09 PM), Sinicki, Small and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

October 27, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors scheduled to be held at 7:00 PM, Monday, November 1, 1993 in Committee Room 103, has been relocated to meet in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) discussing and possibly taking action to amend the 1993-94 adopted budget; and 2) conducting a general discussion of budget issues as they relate to the 1994-95 budget.

RONALD J. VAVRIK
Interim Director/Board Clerk

Change in Meeting Location

SUPERINTENDENT'S COMMUNICATION

The Superintendent presented the following communication with respect to the 1993-94 adopted budget.

November 1, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Re: 1993-94 Budget

I am presenting you with my recommendation for amending the 1993-94 budget, which the Milwaukee Board of School Directors adopted on June 30, 1993. At the time the Board adopted the 1993-94 budget, the amount of state aids was not fully known since action on the state budget and 1992-93 labor contract negotiations had not been completed. As a result of the most current revenue information available, I am recommending:

- **No additional property taxes be levied;**
- **The three-day shutdown be restored;**
- **The 1992-93 deficit be funded;**
- **The capital projects fund be increased; and**
- **Excess revenues be used to increase the contingent fund.**

Revenues

Both the 1993-94 state aids and the revenue cap are dependent upon the level of 1992-93 expenditures. Salary and benefit expenditures of $15.6 million were charged to 1992-93 for the cost of wage increases and employee benefits. These amounts were recorded as 1992-93 costs as settlements were reached or final offers were certified. These additional 1992-93 costs resulted in a $6.2 million year-end deficit but, in turn, increased 1993-94 state general aids of $8 million and increased the revenue cap by $5 million.

Besides the additional $8 million in general aids, the district will also receive additional other revenue of $5.5 million revenue in 1993-94 over the amount included within the adopted budget:

	(In Millions)
Increase in general aids	$ 8.0
Surplus funds in Milwaukee Tax Increment District Number 4	1.6
Additional bond proceeds approved by the Milwaukee Common Council	.6
Restoration of the children at risk funds by the state	2.0
Additional state integration aids	1.3
Total	$13.5

If the School Board were to levy the full property tax permitted under the state budget, total additional revenues for 1993-94 would approximate $18.5 million over the amount approved by the Milwaukee Board of School Directors on June 30th.

Property Taxes

I am not recommending an increase in the property tax levy. The adopted budget contains a $4.6 million or 2% increase in the tax levy and a $.14 or .8% increase in the property tax rate. We must recognize Milwaukee taxpayers will not continue to support increases in taxes; therefore, we must balance legitimate concerns of taxpayers about rising property taxes as we try to maintain quality programs for our children.

Three-Day Shutdown

My recommendation eliminates the three-day shutdown. A shutdown of the district cannot be done unilaterally without negotiation with the respective bargaining units. While we attempted to negotiate with our largest union, the MTEA, on this issue, we were unable to reach agreement. Therefore, I request that these dollars be restored.

1992-93 Deficit

I also ask that the additional revenues be used to fund the 1992-93 deficit of $6.2 million incurred as a result of the wage settlements. One of the goals of the Milwaukee Board of School Directors is financial responsibility. I believe that it is important to maintain a healthy fund balance and funding the 1992-93 deficit is consistent with the financial responsibility goal.

Contingent Fund

I recommend the excess revenues of $875,000 be used to increase the district contingency fund. The contingency fund adopted by the Board was $886,000. A total of $2 million in 1993-94 funding variances have been identified and communicated to the Board via the monthly Expenditure Control Report, including: Exceptional Education, Transportation, School Safety and the summer institute arbitration award. As the year progresses and better information is available on surpluses and deficits, decisions can be made on what to fund through transfers from the contingency fund.

I am submitting for the Board's approval my recommended budget amendments and the budget resolution, which are attached, to amend the 1993-94 budget.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Attachment

1993-94
BUDGET AMENDMENTS

	Adopted Budget June 30, 1993	Recommended Amendments	Amended Budget November 1, 1993
Revenues			
State Aids	$347,930,000	$11,257,094	$359,187,094
Federal Aids	22,111,452	0	22,111,452
Local—Non-property Tax	17,843,630	2,206,000	20,049,630
Applied Surplus	685,456	0	685,456
Local—Tax Levy	236,435,000	0	236,435,000
Categorical Aids	65,001,693	0	65,001,693
TOTAL	$690,007,231	$13,463,094	$703,470,325
Expenditures			
School Operations Fund	$599,414,523	$12,797,930	$612,212,453
Extension Fund	6,291,015	65,164	6,356,179
Capital Projects Fund	19,300,000	600,000	19,900,000
Categorical Aids	65,001,693	0	65,001,693
TOTAL	$690,007,231	$13,463,094	$703,470,325

RECOMMENDED AMENDMENTS

Revenues:		
Increase in State Aids		$11,257,094
Increase in Local Revenues		2,206,000
Tax Increment District Number 4 Surplus	$1,606,000	
Bond Sales	600,000	
TOTAL		$13,463,094
Expenditures:		$12,797,930
Increase School Operations Fund		
Restoration of Three-Day Shutdown Funds	$5,723,140	
Funding for 1992-93 Deficit	6,200,000	
District Contingent Fund	874,790	
Increase Extension Fund		65,164
Restoration of Three-Day Shutdown Funds		
Increase Capital Project Fund		600,000
Additional bond Sales per City of Milwaukee Agreement		
TOTAL		$13,463,094

Director Mitchell moved to levy property taxes to the revenue cap limit with the moneys to be placed in the contingent fund and the purpose of the expenditures to be determined later.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mitchell, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin and Lucey—2.

Director Johnson moved to adopt the Superintendent's recommendations as amended by Director Mitchell's motion.

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

Ayes—5; Noes—2.

Director Small moved adoption of the following budget resolution:

BUDGET RESOLUTION

WHEREAS, On June 30, 1993, the Board of School Directors adopted the 1993-94 Milwaukee Public Schools budget prior to final approval of the State budget by the Legislature and the Governor; and

WHEREAS, The Board of School Directors now deems it necessary to amend its previous action relating to the 1993-94 budget by increasing revenue estimates and by restoring funding for essential pupil services; therefore, be it:

RESOLVED, That the Board of School Directors, acting pursuant to the provisions of Sections 65.05 (3) and 65.20 (1)(f) Wisconsin Statutes, now deems it necessary to amend the original 1993-94 budget resolution for the Milwaukee Public Schools as follows:

SCHOOL OPERATIONS FUND

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that an additional amount of $17,758,689 for a revised total of $617,173,212 will be required for the operations 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 1993-94; and that an additional amount of $4,895,595 for a revised total of $229,125,036 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 1993, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that an additional amount of $65,164 for a revised total of $6,356,179 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1993-94, and that an additional amount of $65,164 for a revised total of $4,570,723 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 1993, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that an additional amount of $600,000 for a revised total of $19,900,000 will be required for 1993-94 Construction Fund budget purposes and that an additional amount of $0 for a revised total of $7,700,000 thereof is to be raised in accordance with Section 65.07 (1) (f), Wisconsin Statutes, by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1993, said amount to be in addition to the money received from other miscellaneous sources.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mitchell, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin, Lucey and O'Neil—3.

Director Small moved that the Board resolve itself into a Committee of the Whole to conduct a general discussion of budget issues as they relate the 1994-95 budget.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:20 PM.

The Board rose from the Committee of the Whole at 9:19 PM.

Directors Johnson and Lucey, who jointly chaired the Committee of the Whole, reported that the Committee had conducted a general discussion of budget issues as they related to the 1994-95 budget.

The Board adjourned at 9:20 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

STANDING COMMITTEES

Budget Committee

Directors Johnson and Lucey, Co-chairs; Bills, De Bruin, Mitchell, O'Neil, Sinicki, Small.

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 2, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:10 PM.

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

Absent—None.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of September 7; 13; 16 at 5:30 PM; 16 at 6:00 PM; 22; 26; 27; 28; 29; and 30 and the regular Board meeting of September 29, 1993 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

November 2, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

It is my pleasure to present to you Custer High School and Milwaukee Trade and Technical High School for recognition at this evening's meeting of the Milwaukee Board of School Directors.

Custer and Milwaukee Tech earned Blue Ribbon School status from the U.S. Department of Education in the National Secondary Schools Recognition Program. They were among 260 public and private secondary schools chosen as 1992-93 Blue Ribbon Schools across the nation. To compete, the schools wrote about their educational programs and their progress toward achieving the national education goals. Ms. Janie Hatton, principal of Milwaukee Tech, and Mr. Robert Peters, principal of Custer High School, attended an awards ceremony in Washington, D.C. in October, where they received a special flag and plaque at the White House to commemorate the award.

I welcome the Board and the entire school community to join me in congratulating Custer High School and Milwaukee Trade and Technical High School on their award.

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

November 2, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 1616-888J -
Two-year contract (April 1, 1992, through March 31, 1994).

MTEA (Substitute Teachers) -
Two and a half year contract (January 1, 1993, through June 30, 1995).

MTEA (Educational Assistants) -
Two-year contract (January 1, 1993, through December 31, 1994).

Therefore, it is the recommendation of the superintendent that the Board approve and adopt the above contracts with the amendments as indicated on the attached summary documents.

The Board and the MTEA (teachers) have submitted final offers for interest-arbitration. Included among those final offers are tentative agreements on fringe benefits and retroactive and prospective salaries, all as reflected in the attached document. The Board's final offer was certified by its chief negotiator pursuant to authority granted by the Board. The superintendent recommends that the Board enter into its official record the Board's final offer in its entirety and approve the implementation of the tentative agreements related to the salary and fringe benefits.

It has been the general policy of the Board to treat employees within and outside bargaining units on an equal basis. It is, therefore, also recommended that changes in salaries and fringe benefits of general application as reflected in the attached documents be extended to all certificated and classified personnel excluded from membership in AFSCME Local 1053 (secretaries) and the Administrators and Supervisors Council, including cabinet level personnel.

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachments

Director Small moved to concur in the Superintendent’s recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 3)

November 2, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Over the last two years, a number of structural and operational changes have been made in an effort to improve operations and ensure accountability. Total central office administrative positions reporting to the superintendent decreased by 31% from 1988-89 to 1993-94. In the Department of Curriculum and Instruction alone there was a 60% decrease, from 111 administrative and supervisory positions in 1988-89 to 44.5 positions in 1993-94. Early in 1993, the Board approved consolidating all of the educational, administrative, and business functions under the superintendent. This action created a unified school district with a single chief executive responsible to the Board and streamlined administrative functions to better coordinate support under a system of schools.

In a communication to the Board dated July 2, 1993, I outlined the process developed for continuing to restructure the central office structure and operations. An updated overview of the restructuring plan is attached. It is a multi-year process, not a one-time organizational change. The main thrust of the plan is to create cross-functional teams to provide better service and support to parents, schools, and the community. I am submitting for the Board's approval a revised central office support services organizational chart based on the restructuring plan. Job descriptions for positions with revised functions are being developed and will be submitted to the Board's Personnel and Negotiations Committee in November for review and approval.

No additional positions have been eliminated or created in the proposed structure. The plan reduces the number of departments from 11 to 6 by combining related functions. Major functional areas are listed under each department on the attached chart. (Attachment 1) The current organization chart is included as Attachment 2. The rationale for the department changes are included under Highlights of the Plan on page two of Attachment 3. Any additional organizational changes that may occur within departments will be included as a part of the budget process.

Because some of the departments have taken on additional responsibilities and functions, there is a need to review the classifications of some positions. This will be accomplished through the existing Administrative Compensation Review Committee process previously established by the Board after the job descriptions are approved. Any dollar impact as a result of possible reclassifications will be absorbed within the existing budget.

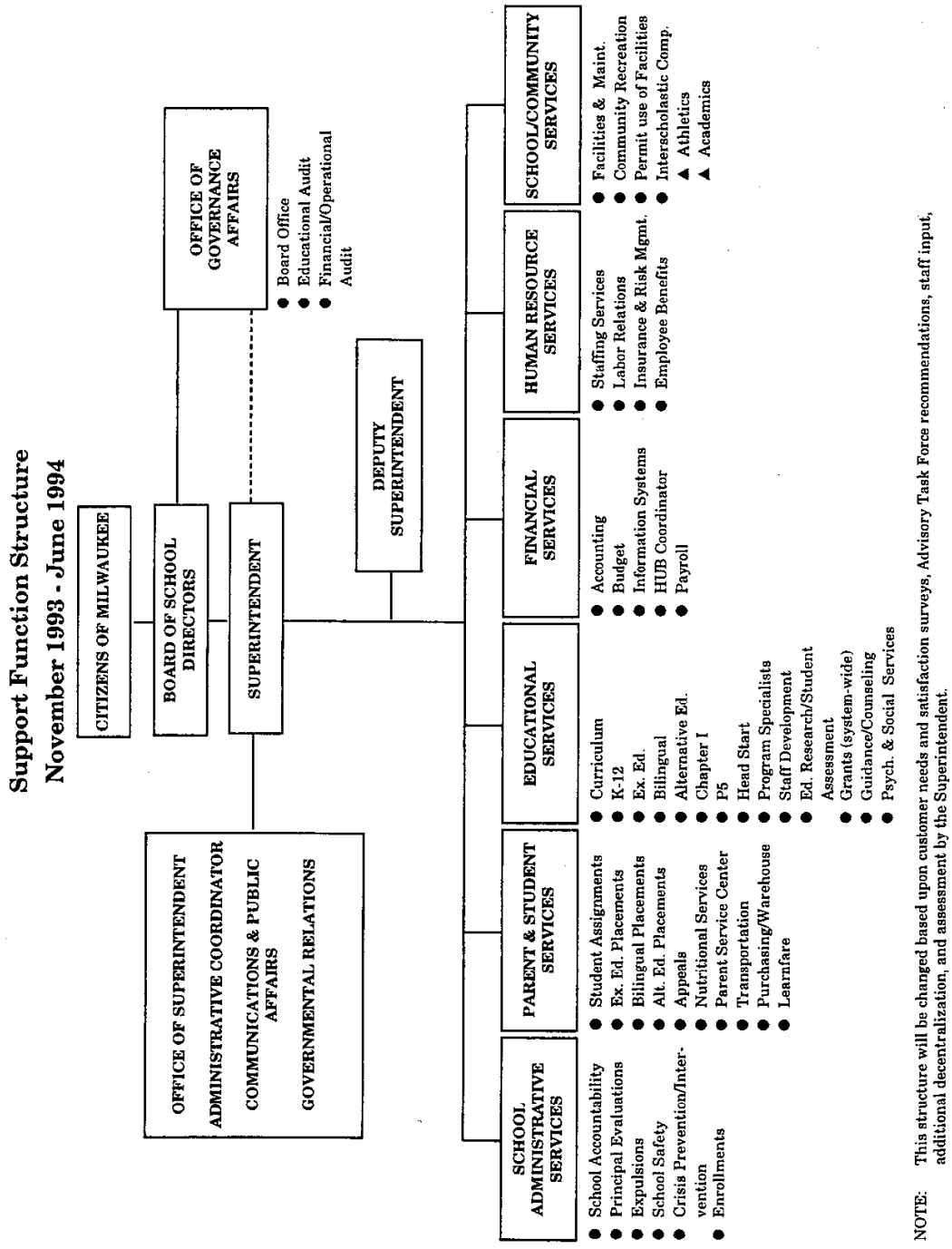
The focus of the restructuring plan is a continuous improvement process to find ways to eliminate unnecessary functions and increase efficiency while working to implement the Board's goals and strategic objectives. In the next few years, we will be faced with significant revenue problems that will undoubtedly require additional changes. We may need to further streamline and improve our support services in order to continue to meet our target per pupil allocations and possible further decentralization of budgets. I believe the restructuring plan outlined in the attached provides a continuing process to help us accomplish this.

It is recommended that the Board adopt the revised central office support services organizational structure.

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachments

REVISED CENTRAL OFFICE SUPPORT SERVICES ORGANIZATIONAL STRUCTURE



NOTE: This structure will be changed based upon customer needs and satisfaction surveys, Advisory Task Force recommendations, staff input, additional decentralization, and assessment by the Superintendent.

Director Mitchell moved to concur in the Superintendent's recommendation and adopt the revised central office support services organizational structure.

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

Ayes—8; Noes—0.

COMMUNICATION FROM THE INTERIM DIRECTOR OF GOVERNANCE AFFAIRS

November 2, 1993

TO THE BOARD OF SCHOOL DIRECTORS;

I recommend that the following individual be appointed to the classification indicated, effective upon assignment following approval by the Board:

5 (nr)	Ronald Carr	Auditor I Internal Audit	Schedule III, Range 3A $32,500

(5) White
(nr) Non-resident who must become a resident
* Appointment/assignment subject to satisfaction of background check

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell moved to approve the appointment.

Director De Bruin moved to refer the appointment to Committee.

After discussion, Director De Bruin withdrew his motion.

The question being on approval of the appointment, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of September 1 through September 29, 1993 covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 2326 to 4718, inclusive

Payrolls (net of withholdings)	$17,267,203.60	
Accounts	$32,377,231.30	
		$49,644,434.90

CONSTRUCTION FUND

Accounts, Voucher Nos. 214 to 406, inclusive

Accounts	$1,306,449.29

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 156 to 256, inclusive

Payrolls (net of withholdings)	$118,152.52	
Accounts	$207,185.70	
		$325,338.22

TOTAL $51,276,222.41

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being the same as that preceding:

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) (DOC934401) 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. Your Committee recommends that these 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	
Sandra Bishop School Safety	School Safety Aide $14,002.56/yr. (New position)	08-25-93
Cheryl Golke C & I	School Secretary I $20,821.58/yr. (Replacement for resignation)	09-27-93
Ronald Hooker Fac. & Main. Services	Telecommunications Technician $28,714.14/yr. (Replacement for transfer)	10-11-93
Hudson Avery, Jr. School Safety	School Safety Aide $14,002.56/yr. (New position)	08-25-93
Terry Lane Silver Spring	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	09-27-93
Ruby Stowers 53rd	School Secretary I $14,944.22/yr. (New position)	10-04-93
Cristina Tysoe Urban Waldorf	Clerk Typist I $12,551.33/yr. (New position)	10-04-93
Robin Walsh School Safety	School Safety Aide $14,002.56/yr. (New position)	08-25-93
	PROMOTIONS	
Mark Bessa Lloyd	School Engineer II $30,963.66/yr.	09-05-93
Sydney Boyd Student Services	School Secretary I $17,305.86/yr.	09-12-93
Acey Farmer LaFollette	School Engineer II $29,857.88/yr.	09-05-93
Tasha Foxx Ex. Ed. & Supp. Services	School Secretary I $17,305.86/yr.	09-12-93
Kristine Goff Story	Food Service Manager II $13,829.04/yr.	09-03-93
Joan Gruszczynski Hartford	School Secretary I $14,944.00/yr.	09-20-93

Name and Assignment	Position and Salary	Date
	PROMOTIONS, cont'd	
Rosalyn Hoskins Keefe	School Secretary I $14,944.00/yr.	10-27-93
Paula Olson Clarke	School Secretary I $14,356.89/yr.	09-20-93
Mary Sherwood Milw. Education Center	Food Service Manager IV $15,047.19/yr.	08-23-93
Robert Simmons Rec. Service Bldg.	School Engineer III-Chargeman $34,297.90/yr.	09-05-93
	RETURN FROM LEAVE	
Edith Carter Lloyd	School Secretary I $14,356.89/yr.	09-27-93
	CHANGES IN STATUS	
Scott Banks Webster	Handicapped Children's Asst. $10,168.20/yr.	09-27-93
Linda Drickhamer Walker	Food Service Manager IV $17,496.45/yr.	09-22-93
Bradley Harris School Safety	School Safety Aide $14,002.56/yr.	08-25-93
Kenneth L. Johnson Morse	Boiler Attendant $26,183.30/yr.	09-13-93
Matthew Martin School Safety	School Safety Aide $14,002.56/yr.	08-25-93
Jack Murrell School Safety	School Safety Aide $14,002.56/yr.	08-25-93
Carla Seeger Purchasing	School Secretary I $21,965.06/yr.	09-20-93
Jeanine Singleton Comm. Rec. & Ed. Serv.	Clerk Typist I $15,138.50/yr.	09-13-93
Carol Stanley Amelia Baker	School Secretary I $18,240.44/yr.	09-07-93
Kelly Suttle King	School Secretary I $14,954.67/yr.	09-20-93
Kathryn Tetzlaff LaFollette	Food Service Manager IV $18,309.26/yr.	08-23-93

* * * * *

(ITEM 2) (DOC934402) 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 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Sharon L. Abraham ESL	B	24,268	1	8-25-93
(r)	Mary E. Antkowski Kindergarten (.5)	B	12,134	1	8-25-93
(nr)	Marci S. Babb EC:EEN	B	23,113	0	8-25-93
(r)	Cynthia L. Baldwin Elementary	B	24,268	1	8-25-93
(nr)(b)	Christopher A. Bamberg Upper Elementary/Math	BB	30,336	5	8-25-93
(nr)	Amy T. Beining Elementary/Gr. 4	B	24,268	1	8-25-93
(r)	Roberta L. Borsuk Consumer Education	B	28,891	5	8-25-93
(nr)	Mary Ann Brand Speech Pathologist	C	27,423	1	8-25-93
(nr)	Faith E. Brezinski Kindergarten	B	23,113	0	8-25-93
(r)(b)	G. Jeanne Brown-Young E.D.	D	39,546	13	8-25-93
(r)	Joan M. Caird C.D.	B	25,424	2.5	8-25-93
(r)	Cathleen Cheek Upper Elem./Social Studies	B	23,113	0	8-25-93
(r)	Dennis E. Daniels Music	B	23,113	0	8-25-93

Teachers–Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Joseph L. Danner Upper Elementary	B	23,113	0	8-25-93
(nr)	Amy L. Dunn Upper Elementary/Math	B	23,113	0	8-25-93
(r)	Sarah J. Edmonds EC:EEN	B	27,735	4	8-25-93
(r)	Carol J. Flescher Art	B	23,113	0	8-25-93
(r)	Kerry L. Forseth Elementary	B	24,268	1	8-25-93
(nr)	Erik C. Fountain Mathematics	B	24,268	1	8-25-93
(r)	Linda L. Friedkin Elementary	B	23,113	0	8-25-93
(r)	Pamela A. Gomilla Elementary	B	23,113	0	8-25-93
(nr)	Diane R. Gutknecht Kindergarten (.5)	B	11,556.50	0	8-25-93
(r)	Teresa M. Heier Upper Elementary/English	B	23,113	0	8-25-93
(nr)	Tanya M. Henrickson Music	B	23,113	0	8-25-93
(nr)	Heather L. Highley Grade 6	B	23,113	0	8-25-93
(nr)	Yvette N. Holtzman EC:EEN	B	23,113	0	8-25-93
(nr)	Lori D. Houghton C.D.	B	23,113	0	8-25-93
(nr)	Laura L. Just Upper Elementary	B	24,268	1	8-25-93

Teachers–Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Debra L. Kahn Kindergarten	B	25,424	2	8-25-93
(r)	Suzanne K. Kalinowski Elementary	B	24,268	1	8-25-93
(nr)	Jeffrey J. Karbowski Elementary	B	23,113	0	8-25-93
(r)	Patrick R. Kelly Elementary	B	23,113	0	8-25-93
(r)	Kerry P. Killian Elementary	B	26,580	3	8-25-93
(r)(b)	Maribeth Klopatek Art	E	38,379	11	8-25-93
(r)	Pamela A. Kullmann ESL	BB	25,482	1	8-25-93
(r)	Meredith A. Lang Physical Education	B	28,891	5	8-25-93
(r)	Gaetano A. LaRoche Art	C	26,117	0	8-25-93
(r)	Kristen LeCapitaine Kindergarten (.5)	B	11,556.50	0	8-25-93
(r)	Lisa M. Marion Elementary	B	23,113	0	8-25-93
(nr)	Guy Milinski Mathematics	B	23,113	0	8-25-93
(nr)	Karen A. Mussa Kindergarten	B	31,200	7	8-25-93
(r)	Julie A. Nehmer Mathematics	B	25,424	2	8-25-93

Teachers–Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Patricia Neubauer Elementary	B	23,113	0	8-25-93
(r)(a)	Lynn F. Newman Elementary	C	27,423	1.5	8-25-93
(nr)	Wade W. Nichols Upper Elementary	B	24,268	1	8-25-93
(nr)	Elizabeth A. Niklewicz BF Science/Biology	B	23,113	0	8-25-93
(nr)	Joanne M. Paccagnella Mathematics	B	27,735	4	8-25-93
(r)(a)	Susan J. Palmieri E.D.	BB	26,695	2.6	8-25-93
(r)	Sandra J. Parmater Upper Elementary	B	23,113	0	8-25-93
(nr)	Prosper J. Pfannerstill Physical Education/Biology	B	31,200	7	8-25-93
(r)	Elizabeth Rivera Upper Elementary/Biology	B	24,268	1	8-25-93
(r)	Janet L. Sayre Elementary	B	24,268	1	8-25-93
(r)	Christine M. Schleif Elementary	B	24,268	1	8-25-93
(r)	Lisa L. Schmeling Upper Elementary	B	23,113	0	8-25-93
(r)(a)	Michael D. Schroeder Elementary/Music	B	32,356	8.2	8-25-93
(r)	Danny L. Schwarten Art	B	23,113	0	8-25-93

	Teachers–Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Mary Jo F. Shapiro Upper Elementary	B	23,113	0	8-25-93
(r)	Donna J. Shavzin Speech Pathology	B	23,113	0	8-25-93
(nr)	Karla K. Shea Elementary/Gr. 1	B	23,113	0	8-25-93
(r)	Diana M. Simmons Elementary/Bilingual	B	23,113	0	8-25-93
(r)	Christine A. Stewart Speech Pathology	B	23,113	0	8-25-93
(nr)	Donna L. Strasser Elementary	B	24,268	1	8-25-93
(r)	Catherine A. Tooley Elementary	B	23,113	0	8-25-93
(nr)	Bonnie M. Ulrich Art	B	23,113	0	8-25-93
(r)	Jill D. Wallace Elementary	B	23,113	0	8-25-93
(nr)	Jill A. Wargolet Grade 3	B	24,268	1	8-25-93
(nr)	Beth D. Williams Upper Elementary	B	23,113	0	8-25-93
(r)	Victoria A. Wolf Art	B	26,580	3	8-25-93
(nr)	Philip A. Zagorski Upper Elem./Gr. 7/Math	B	23,113	0	8-25-93
(r)	Cynthia B. Zuknik Art	B	23,113	0	8-25-93

Teachers–Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	PhetlamphanhKhenthavong B Elementary	23,113	0	8-26-93	
(nr)	Mary M. Peacock ESL	C	26,117	0	8-26-93
(nr)	Randal G. Ware Mathematics	BB	29,122	4	8-26-93
(r)	Carol J. Lewandowski Elementary	B	23,113	0	8-30-93
(nr)	Linda B. Markowski Grades 4 & 5	B	24,268	1	8-30-93
(r)	Jennifer L. Davis Spanish	B	23,113	0	9-01-93
(nr)	Robert S. Quant Music	C	26,117	0	9-01-93
(r)(a)	Gwaub T. Thao Upper Elementary/Bilingual	BB	24,268	0.2	9-01-93
(nr)	Katherine A. Amini Upper Elementary/Gr. 6	C	26,117	0	9-02-93
(r)	Patricia M. Barrett L.D.	BB	25,482	1	9-02-93
(r)	Pedro H. Lopez Spanish	B	23,113	0	9-02-93
(nr)	Sharon E. Weist-Ganz Upper Elem./Social Studies	B	23,113	0.5	9-02-93
(nr)	Kyle F. Witty Elementary	B	23,113	0	9-02-93
Effective between September 7, 1993, and September 17, 1993, inclusive:					
(nr)	Elizabeth L. O'Connor Speech Pathologist	C	26,117	0	9-07-93

Teachers–Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between September 7, 1993, and September 17, 1993, inclusive:					
(r)	Susan E. Kizaric Elementary	B	24,268	1	9-08-93
(r)	Donald R. Lewis Vocal Music	B	28,891	5	9-08-93
(nr)	Jane A. Feller Upper Elem./Social Studies	B	23,113	0	9-09-93
(r)	Jennifer J. Melms Upper Elementary	B	23,113	0	9-09-93
(nr)(b)	Peggy A. Petersen L.D.	D	36,819	7.3	9-09-93
(r)	Julanne L. Ranek-Stoltz Guidance (.6)	B	121.01/Day	0	9-10-93
(r)	Keri S. Ress Grade 7/Mathematics	B	23,113	0	9-10-93
(nr)	Jill E. Arvan Grade 6	B	23,113	0	9-13-93
(nr)	David F. Brightsman Upper Elementary/Reading	B	23,113	0	9-13-93
(nr)	Margaret M. Fox Reading Resource	BB	24,268	0	9-13-93
(nr)	Craig A. Gullicksen Music	C	27,423	1	9-13-93
(nr)	Jennifer M. Lackey Grade 8/English	B	23,113	0	9-13-93
(r)	Marguerite E. Potter C.D.	B	25,424	2	9-13-93
(r)	Melannie S. Trudeau Kindergarten	B	23,113	0	9-13-93
(r)	Karen L. Stock C.D.	B	23,113	0	9-15-93

	Teachers–Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between September 20, 1993, and September 30, 1993, inclusive:					
(nr)	Lisa A. Orlowski English/History	B	23,113	0	9-20-93
(nr)	Nicole M. Price Grade 4	B	23,113	0	9-20-93
(r)	Maya Sultanovich Chapter I Mathematics	B	26,580	3	9-20-93
(nr)	Kari A. Flitz Elementary	B	23,113	0	9-27-93
(r)	Malissa Gray Elementary	B	25,424	2.5	9-27-93
(r)	Karen M. Konkol Elementary	B	23,113	0	9-27-93

School Social Workers - Schedule 02

Effective between September 20, 1993, and September 30, 1993, inclusive:					
(r)	Steven E. Gerbasi		34,446	1.5	9-20-93

School Psychologists - Schedule 05

Effective between August 18, 1993, and August 24, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Barbara A. Jackamonis		38,170	5	8-19-93
Effective between September 7, 1993, and September 17, 1993, inclusive:					
5(nr)	Sandra A. Menden		31,345	0	9-15-93

(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) (DOC934403) 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)	Yvonne McCaskill	Supervisor, Programs for the Emotionally Disturbed Department of Exceptional Education and Supportive Services	Schedule III, Range 8C $49,501
(r)	Kaye Reynolds	Supervisor, Speech and Language Disabilities Program Department of Exceptional Education and Supportive Services	Schedule III, Range 8C $49,501
(r)	Aenone Rosario	Media Specialist/Special Projects Department of Public Affairs	Schedule III, Range 4A $40,000
(r)	Luis A. Garza	Labor Relations Specialist	Schedule III, Range 10A $45,510

(r) Resident

* * * * *

(ITEM 4) (DOC934404) Your Committee recommends that the following leaves of absence and rescinding of leave be, and they hereby are, granted effective as of the dates indicated:

Illness Leave, to January, 1994:

James Grippando	Grand Avenue	August, 1993
Anthony Long	Day to Day	August, 1993
Susan Babiash	North Division	August, 1993

Personal Leave, to June, 1994:

Noel Kellogg	Forest Home Avenue	September 27, 1993
Bonita Banaszak	South Division	August, 1993

Sabbatical Leave, to June, 1994:

Jerome Salaja	Madison	October 11,1993

Extension of Maternity, to June, 1994:

Kristine Barrett	On Leave	August, 1993

RESCINDING OF LEAVE:

Bonita Banaszak -- Was granted a Sabbatical Leave from August, 1993 through June, 1994. Rescinded as of August 30, 1993.

* * * * *

(ITEM 5) (DOC934405) 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
Shelly L. Amini	Speech Path.	07-15-93
Maura F. Andrews	Teacher	09-14-93
Larry G. Baker	Teacher	08-31-93
Mae O. Beard	Teacher	09-01-93
Katherine H. Bohannon	Teacher	09-24-93
Joyce A. Boneck	Teacher	08-24-93
John M. Carolan	Teacher	08-24-93
Erica A. Conrady	Teacher	09-24-93
Gary L. Dobbs	Recreation Dir.	07-30-93
Sarah J. Edmonds	Teacher	09-29-93
Susan J. Feil	Teacher	09-17-93
Pamela R. Hill	Teacher	09-24-93
Adlena A. Ijomah	Teacher	09-17-93
Mary L. Jones	Assistant Prin.	08-31-93
Jeanne T. Kolwitz	Teacher	08-24-93
Emily A. Krueger	Ex. Ed. Superv.	07-01-93
Janice L. Markurat	Teacher	08-24-93
Maria M. Martin	Teacher	09-08-93
Beverly J. McGrath	Teacher	09-14-93
Jack Nedobeck	Teacher	11-24-93
Elizabeth A. Niklewicz	Teacher	09-17-93
Robert J. Nusbaum	Teacher	09-09-93
Claudette Otey	Teacher	06-13-94
Cynthia A. Piaskoski	Teacher	08-28-93
Sheila M. Pribyl	Teacher	09-24-93
Dawn M. Repetti	Teacher	09-09-93
Kristi J. Ribar	Teacher	09-10-93
Haydee S. Toro	Teacher	09-02-93
Mary Worachek-Jarocki	Speech Path.	08-24-93

* * * * *

(ITEM 6) (DOC934407) With respect to the student assignment process, the Superintendent advised your Committee that:

Community Concerns For the past several years, the district implemented a Three Choice School Selection Process which allows parents to select three schools. Two years ago, the district implemented an elementary regionalization plan as part of the Three Choice School Selection Process. Over the past several years, there have been parent and community concerns regarding certain aspects of the Three Choice School Selection Process. At the June, 1993, Board meeting, the administration informed the Board of approximately 19 concerns that the district recorded. At the same meeting, the administration informed the Board that they would come back in October, 1993, with recommendations for the concerns. These concerns, along with the administration's responses, have been made a part of the minutes of your Committee's meeting of October 11, 1993.

The administration reviewed the concerns in terms of equity, exclusion, educational benefits, budget implications and the ability for the administration to fairly implement the

recommendations. After reviewing the above items, it is the administration's determination that the 19 concerns should not be implemented for the 1994-1995 school selection process.

Fifth Graders in a Sixth and Eighth Grade Top School For the past two school selection processes, fifth grade students in a sixth or eighth grade top school had the option to apply for their attendance area middle school or a city-wide school. However, these students received a lower assignment preference as compared to fifth graders in a fifth grade top school since these students had to make a choice. Approximately 230 fifth grade students in a sixth grade or eighth grade top school received an assignment to an attendance area middle school. This resulted in a sufficient number of fifth graders who had to make a move not receiving an assignment in a timely fashion.

In order to allow fifth graders who must have a school selection an opportunity to be assigned to an attendance area or city-wide middle school, fifth graders in a sixth or eighth grade top school should not be allowed to make a school selection to an attendance area middle school until after the school selection process. The student assignment will be based on the availability of seats at the requested middle school(s). These students will be able to apply for a city-wide middle school. This recommendation is supported by the administrative committee which is involved in monitoring the middle school enrollments.

Three Choice School Selection Sign-Up Period Historically, the school selection sign-up period has begun the middle two weeks of the month of February with notification of the results to parents around the spring recess. Approximately a two month time frame is needed to do data entry, verify records, consult with principals and other related activities to ensure that the process is as problem free as possible. In the past, the selection process has met these criteria. The administration, again, will be recommending the same timeline with notification of the results to parents around the spring recess.

Recommendations Regarding the Student Selection Procedure for Rufus King High School:

a. On Wednesday, September 29, 1993, the Board of School Directors approved the recommendation from the Personnel and Negotiations Committee that the administration bring to the October Personnel and Negotiations Committee meeting the following items:

   •A report on Shorewood High School program for the Academically Gifted and Talented.
   •A review of seventh and tenth grade standardized testing scores for selected schools.
   •A review of the current assignment of students who applied for selected schools during the 1993-1994 school selection process.

   These items were presented to the Committee by the Superintendent, and have been made a part of the minutes of your Committee's meeting of October 11, 1993.

b. The Board also approved a recommendation to develop a student selection process based on the facts presented at the September 13, 1993, Personnel and Negotiations Committee. The administration's response to that request has been incorporated into the recommendations below. In replying to this request, however, the administration indicated it was not in support of any changes in the School Selection Process for Rufus King College Bound High School.

c. On previous occasions, the community has petitioned the Board to establish selection criteria for Rufus King High School or give Morse Middle School student a preference to King. The Board responded that the only criteria for a student would be if the parent expressed an interest and the student is eligible to enter the ninth grade. Beginning with the 1990-1991 School Selection Process the Board instructed the administration to eliminate the practice of good guidance (counseling) for students as part of the school selection process.

d. In previous discussions, the district's non-compliance with the state gifted and talented standard was raised. This proposal will not bring the district into compliance with that standard.

The Superintendent recommended:

1. That no action be taken relative to the 19 community concerns related to the school selection process for the 1994-1995 school year.

2. That the fifth grade students in sixth or eighth grade top schools not be allowed to sign-up for attendance area middle schools during the school selection process until after the school selection process. The student assignment will be based on the availability of seats at the requested middle school(s). These fifth grade students in sixth or eighth grade top schools will be able to apply for city-wide schools during the selection process.

3. That the sign-up period for the 1994-1995 school year begins Monday, February 7, 1994, and ends Monday, February 21, 1994. Parent notification will be sent out around the spring recess.

4. The administration recommends no change in the student selection process for Rufus King High School.

Your Committee recommends:

1. That no action be taken relative to the 19 community concerns related to the school selection process for the 1994-1995 school year, other than those related to the selection process for Rufus King High School.

2a. That the fifth grade students in sixth or eighth grade top schools not be allowed to sign-up for attendance area middle schools during the school selection process until after the school selection process. The student assignment will be based on the availability of seats at the requested middle school(s). These fifth grade students in sixth or eighth grade top schools will be able to apply for city-wide schools during the selection process.

2b. That sixth graders coming out of attendance area K-6 schools will be allowed to make their school selection for seventh grade before other sixth graders who are seeking to change their assignment for seventh grade.

3. That the sign-up period for the 1994-1995 school year begin Monday, February 7, 1994, and end Monday, February 21, 1994. Parent notification will be sent out around the spring recess.

4. That the following selection process be adopted for Rufus King High School:

- •During the months of November and December, 1993, a Nomination Review Committee will be established at Rufus King High School. The committee should be made-up of representatives from the school and the community. The purpose of the committee will be to develop a nomination form, review and make a determination regarding the nomination form submitted, and to develop procedures to address concerns related to student nominations. All procedures developed must be non-discriminatory, consistent with School Board policies and ensure the student population is representative of the ethnic student population of the schools.

- •The revised student nomination procedure for Rufus King High School will be a part of the public information campaign covering the Three Choice School Selection.

- •During the month prior to the Three Choice School Selection period, nomination forms will be distributed to all schools with eighth grade classes and be made available to non-Milwaukee Public Schools.

- •Student nomination forms will be reviewed by the school's Nomination Review Committee. The committee may take into consideration the following when determining eligibility for Rufus King High School:

•Grade Point Average/Last Report Card
•Teacher Recommendations
•Administrator Recommendations
•Attendance
•Special Talents
•Sample of Special Student Work Products
•Standardized Test Scores
•Any additional information that is appropriate

•Students that are determined eligible by the committee will be placed in an eligibility pool via the school selection registration screens. If there are more eligible students than seats available, a computerized random selection will be held as part of the Three Choice School Selection process. All students will be encouraged to make two additional choices during the Three Choice School Selection process.

•Students not receiving King or their second or third choice will be able to apply for a school where seats are available during the spring/summer school selection period.

•Those students not eligible for Rufus King High School will be informed as to the reason(s) why by the review committee. Parents will have the right to review the reasons with representatives from the committee. The screening process will be completed and parents and students notified at least two weeks prior to the beginning of the signup period.

* * * * *

(ITEM 7) (DOC934408) The Superintendent advised your Committee that:

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

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304).

Communications from the Milwaukee Building and Construction Trades Council dated 8-13-93; 8-18-93 (2); 8-30-93; 9-13-93; and 9-21-93 have been incorporated into the minutes of your committee's meeting of October 11, 1993.

Your Committee recommends that the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communications, be approved.

* * * * *

(ITEM 8) 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 October 11, 1993.

A. Affirmative Action Report for September, 1993 (DOC934406).

Separate consideration having been requested of Items 2 and 6, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Lucey moved for suspension of Board Rules and adoption of the report.

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

Ayes—8; Noes—0.

Item 6 of the report, relating to the student assignment process and a screening process for Rufus King High School, having been set aside for separate consideration, Director Lucey moved to adopt the report.

Director Sinicki requested separate consideration of the recommendations.

With respect to recommendation #4 of the Committee, Director Sinicki moved to substitute the Superintendent's recommendation #4 for that of the Committee.

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

Ayes—Directors Johnson, Sinicki and President Bills—3.

Noes—Directors De Bruin, Lucey, Mitchell, O'Neil and Small—5.

Director O'Neil moved to amend the Committee's recommendation #4 to provide that a three-year sunset evaluation come before the Board.

The Board recessed from 10:30 to 10:57 PM.

Director Small moved a substitute motion to Committee recommendation #4 and Director O'Neil's amendment, that the high school visitation and recruitment program be reinstituted, as done in the past at all schools.

The substitute motion to Committee recommendation #4 prevailed, the vote being as follows:

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

Noes—Director Mitchell—1.

The question being on Director Lucey's original motion to adopt Committee recommendations #1 and #3, they were adopted, the vote being as follows:

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

Noes—None.

The question being on Director Lucey's original motion to adopt Committee recommendations #2a and #2b, they were adopted, the vote being as follows:

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

Noes—Director Sinicki—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) (DOC934409) The Superintendent advised your Committee that:

> School to Work is grounded in the belief that all citizens are expected to work toward the common good. As the workplace becomes more complex and technological, it is necessary for all to continue learning as careers unfold. This is causing society to change the way that education is offered in order to provide a more coordinated approach to life-long learning.
>
> A major goal of School to Work education is to provide an educational process and structure in which students apply theoretical concepts in realistic situations that reflect the complexity of real-life problem solving. School to Work views schooling as an educational process in which students are learner-workers and teachers are teacher -facilitators. The organizational climate fosters acceptance of life-like complexities, hands-on experiences and the integration of content areas in the learning process. School to Work forges a link between students and the realities of the community and its workplace.
>
> National statistics indicate that approximately 25% of the three million children born in the U.S. each year will complete college and make satisfactory employment connections. Another 25% will combine high school with one or two years of post secondary education. The remaining 50% are entering adulthood without adequate skills to reach their full potential in the job market. Approximately 20% of high school graduates fail to find long-term employment. Milwaukee statistics mirror the national picture.
>
> A School to Work Task Force was established in January, 1993, to develop a plan for Milwaukee Public Schools. The task force is co-chaired by Jean Tyler, Executive Director of the Public Policy Forum, and Carl Weigell, President of Motor Castings Company. The task force worked from February to September, 1993, to develop their report and recommendations, which have been sent to the Board under separate cover.

Your Committee recommends that the Board accept the report of the School to Work Task Force, with appreciation extended to the task force members for their many hours of work and that the administration respond to the task force recommendations in December, 1993.

* * * * *

(ITEM 2) (DOC934410) The Superintendent advised your Committee that:

> At the September, 1993, Instruction and Community Relations Committee meeting, the final report of the *Partnership and MPS Alternative Schools Evaluation* was presented to the Board. The report includes approximately sixty recommendations related to the overall improvement of the alternative school programs. The recommendations relate to student issues (referral, placement, assessment, parental involvement, etc.), staffing issues (staff development, supervision, evaluation etc.), procedural issues (meetings, facilities, policies, etc.), curriculum

issues (subjects, credits

toward graduation, connection with community, etc.), and instruction issues (certification of teachers, school improvement plans, etc.

A *Partnership/ MPS Alternative School Task Force* is being formed to address these issues. The task force will be co-chaired by Eve Hall Johnson, Family Service, Inc., and another person to be identified. The task force members will include teachers, parents, administrators and students from the most successful alternative schools, from the Departments of Alternative Programs, Curriculum and Instruction, and Student Services, from the community at large and from selected community agencies.

It is anticipated that the task force will meet on a bi-weekly basis from October through January, 1994. The task force will review the evaluation study and will make recommendations regarding the implementation of the report. The task force will also include the *Report on Alternative Evening School Programs* in its review. The administration will bring a status report on the implementation of recommendations to the Board in February.

Your Committee recommends that the Board approve the formation of the Partnership/MPS Alternative School Task Force as described above.

* * * * *

(ITEM 3) Your Committee reports having received the following informational report from the Superintendent. The report has been made a part of the minutes of your Committee's meeting of October 13, 1993.

A. Report on the Reduction of Tracking in the Milwaukee Public Schools (DOC934411).

* * * * *

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, Mitchell, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

Item 1 of the report, relating to the report of the Task Force on School to Work Transition, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

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

Ayes—8; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC934412) 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:

ELEVATOR WORK—DOCK DOORS
FACILITIES AND MAINTENANCE SERVICES
Northwestern Elevator Co., Inc.; Low bidder, base bid of $77,330 plus $2,514 for Mandatory Alternate Bid 1 to provide a three year manufacturer's warranty in lieu of a one year warranty for a total contract of..... $79,844

ELEVATOR REPLACEMENT PROJECTS

DIVISION 1—FACILITIES AND MAINTENANCE SERVICES
Northwestern Elevator Co., Inc.; Second low bidder, base bid of $91,516 plus $876 for Mandatory Alternate Bid A to utilize logic relay controller system in lieu of solid state controller system for a total contract of $92,392

DIVISION 2—RIVERSIDE UNIVERSITY HIGH SCHOOL
Northwestern Elevator Co., Inc.; Second low bidder, base bid of $114,625 plus $876 for Mandatory Alternate Bid A to utilize logic relay controller system in lieu of solid state controller system plus $12,159 for Mandatory Alternate Bid B to provide a card reader at the corridor control panel at each floor for a total contract of..... $127,660

DIVISION 3—PULASKI HIGH SCHOOL
Northwestern Elevator Co., Inc.; Second low bidder, base bid of $112,485 plus $876 for Mandatory Alternate Bid A to utilize logic relay controller system in lieu of solid state controller system for a total contract of $113,361

DIVISION 4—RUFUS KING HIGH SCHOOL
Northwestern Elevator Co., Inc.; Second low bidder, base bid of $111,583 plus $876 for Mandatory Alternate Bid A to utilize logic relay controller system in lieu of solid state controller system plus $11,618 for Mandatory Alternate Bid B to provide a card reader at the corridor control panel at each floor for a total contract of..... $124,077

1993 ENERGY RETROFIT WORK
DIVISION 1—MECHANICAL WORK, TEMPERATURE CONTROL WORK AND AIR BALANCE WORK—VARIOUS SITES
EEC Controls, Inc. Combination bid of $608,000 plus $80,000 for Mandatory Alternate Bid 1 to install outdoor air dampers and operators plus $105,000 for Mandatory Alternate Bid 2 to furnish and install Energy Management System or direct digital controller for a total contract of $793,000

* * * * *

(ITEM 2) (DOC934413) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following sole source purchase:

SS-081 Macintosh Print Lab (Milwaukee Trade and Technical High School)
Apple Computer for 4 each Macintosh Centris 650 student workstations; 1 workgroup server; 1 Quadra 800 station; 1 computer projection panel; and Apple ethernet networking for a total cost of $37,519

* * * * *

(ITEM 3) (DOC934417) The Superintendent advised your Committee that:

The Board of School Directors determined in December, 1992, that restaffing of schools based on Fall, 1993, enrollments would be completed by September 30, 1993.

Principals submitted their Staffing Needs reports to the Department of School Administrative Support and Accountability on September 10, 1993. Ninety-one percent of the schools (134 schools) met their target enrollment. Two percent of the schools (3 schools) were below their target enrollment and six percent of the schools (9 schools) were above their target enrollment.

The analysis of staffing needs based on fall enrollment information provided by principals resulted in a need for an additional 3 teachers. The adjustments are as follows:

Milwaukee French Immersion School	-1 teacher	$(35,957)
Thurston Woods Campus	-1 teacher	(35,957)
Edison Middle School	-3 teachers	(107,211)
Longfellow Elementary School	+1 teacher	35,957
Manitoba Elementary School	+1 teacher	35,957
Audubon Middle School	+2 teachers	71,474
Parkman Middle School	+4 teachers	142,948

Restaffing of schools based on fall enrollment information provided by principals occurred during the week of September 20, 1993.

Fall enrollment verifications are being conducted at the following schools:
Custer High School
Hamilton High School
Milwaukee High School of the Arts
North Division High School
South Division High School
This enrollment verification process may result in the need for additional transfer of funds.

In April, 1993, principals were informed that schools whose Fall, 1993, enrollments produce a change in formula regular education locally-funded teachers from the number needed based upon the Spring, 1993, enrollment projection will have their budget allocations adjusted by an amount equal to the change in the number of such formula teachers multiplied by the average teacher salary. No per-pupil budget adjustments will be made. Budget allocations for 1994-95 will reflect actual 1993-94 enrollments.

Three teacher positions (ED) are needed for the intensive day treatment programs which have been established at three alternative sites—Career Youth Development, Southeastern, and United Community Center. These positions will be reimbursed by Learnfare funds, which the district will receive near the end of the fiscal year. The cost of the positions is $124,179.

In the 1993-94 adopted budget, $1,364,000 was provided in the School Contingency Fund for additional teaching staff. A total of $319,318 needs to be transferred from this fund to pay for the

additional 6 teachers (the amount includes $87,928 for fringe benefits). A fiscal note listing the specific line item transfers has been made a part of the minutes of your Committee's meeting of October 14, 1993.

Your Committee recommends that individual school budgets be increased or decreased as presented above based upon eligibility for increases or decreases in formula teacher staffing; and that the budgets for Career Youth Development, Southeastern, and United Community Center be increased as indicated above; that the resulting net cost increase of $319,318 in school budgets be provided by transfers from the School Contingency Fund; and that the changes in authorized positions be approved.

* * * * *

(ITEM 4) (DOC934418) The Superintendent advised your Committee that:

In addition to the school budget reallocations based on the September, 1993, staffing adjustments, the following schools have asked to modify the distribution of funds within their individual budgets:

School and Reason for Transfer	**Amount**
Alcott Elementary School - In order to provide .375 additional educational assistant (general) support, the school is requesting the transfer of funds from the other expenses account.	$4,390
Eighty-first Street Elementary School - The school is requesting that a full-time foreign language teacher expansion position be reduced by .2 to .8 position and reductions be made in educational supplies and other expenses accounts with the funds transferred for a .75 educational assistant (general) position.	8,780
Forest Home Avenue Elementary School - A full-time assistant principal position was reduced to .5 to enable pairing with another school. The school is requesting the transfer of funds to other expenses, other expenses - staff development, and minor building modification accounts.	25,784
Hi-Mount Elementary School - In order to provide .125 additional educational assistant (paraprofessional) and .375 education assistant (general) support, the school is requesting the transfer of funds from the other expenses account.	6,409
Holmes Elementary School - In order to provide .88 additional educational assistant (general) support, the school is requesting the elimination of a .5 10-month secretary I position and the transfer of funds from the other expenses account.	10,301
Hopkins Elementary School - A .5 teacher position has been funded by the State Desegregation High Scope Program. The school is requesting the transfer of funds to the educational supplies account.	17,979
Kagel Elementary School - A teacher position has been funded by the P5 Program. The school is requesting the transfer of funds to a .5 reading resource teacher position, a .4 art teacher position and the other expenses account.	35,957
Longfellow Elementary School - In order to provide .25 additional educational assistant (regular) time, the school is requesting the transfer of funds from the additional equipment account.	2,927
Maryland Avenue Elementary School - In order to provide an additional .1 guidance allocation, the school is requesting the transfer of funds from prepared materials and educational supplies accounts.	3,596
Multilingual/Multicultural Academy - The school is requesting that a .3 guidance counselor vacancy be eliminated and the funds transferred to a .92 educational assistant (general) position.	10,787
Starms Early Childhood Center - In order to provide .1 additional social worker allocation, the school is requesting the transfer of funds from the other expenses account.	4,680

Story Elementary School - In order to provide the required per pupil allocation for the common school fund, the school is requesting that a .63 educational assistant (paraprofessional) vacancy be eliminated and the funds transferred to the common school fund and educational supplies accounts.	10,095
Trowbridge Elementary School - To restore .3 physical education teacher, the school is requesting that a .38 educational assistant (general) vacancy be eliminated and funds transferred from the general services and other expenses accounts.	11,183
Whittier Elementary School - The school is requesting that a .5 librarian vacancy be eliminated and the funds transferred to the other expenses account.	17,979
Edison Middle School - The school lost three teachers due to low enrollment in the fall. In order to keep the educational program which includes a bilingual and exceptional education strand intact, the school is requesting one additional teacher position and that funds be transferred from the substitute teacher account.	35,737
Grand Avenue Middle School - The school is requesting that a teacher vacancy be eliminated and the funds transferred to fund an additional .5 psychologist position and the other expenses account.	35,737
Milwaukee Education Center - In order to provide an additional .75 educational assistant (paraprofessional) position, the school is requesting the transfer of funds from the part-time certificated account.	12,115
Robinson Middle School - The school is requesting that a 1.0 educational assistant (general) vacancy be eliminated and the funds transferred to the educational supplies account.	11,706
Wright Middle School - The school is requesting that a .63 educational assistant (paraprofessional) position be converted to a .63 educational assistant (general) position and the salary savings be transferred to the regular teacher as substitute account.	10,014

These requested transfers involve a) a change in authorized position levels when positions remain vacant and b) a better alignment of budget authority to accounts based on actual expenditures. A fiscal note detailing the specific line item transfers for these internal fund redistributions identified above has been made a part of the minutes of your Committee's meeting of October 14, 1993.

Your Committee recommends that the changes in authorized positions accompanying internal redistribution of funds within individual school budgets, as presented above, be approved.

* * * * *

(ITEM 5) (DOC934419) The Superintendent advised your Committee that:

When Chapter 1 funding for the 1993-94 school year was finalized in August, 1993, some adjustments were necessary in School-wide Chapter 1 Project budgets.

The three schools listed below have requested transfer of funds within their school budgets due to the changes in the School-wide Chapter 1 Project budgets:

School and Reason for Transfer	**Amount**
Holmes Elementary School - One teacher position was transferred to Chapter 1 funding. The school is requesting that the salary savings and funds from the other expenses-staff development account be transferred to the other expenses account.	$51,957
Thirty-first Street Elementary School - The school is requesting a .5 K4 teacher position be added to the local school budget and the part-time certificated extracurricular account be increased. Funds would be transferred from the part-time certificated general, other expenses, other expenses-staff development, and minor building modifications accounts.	21,479

Wheatley Elementary School - The school is requesting a .57 educational assistant (paraprofessional) position be added to the local school budget. Funds would be transferred from the other expenses and educational supplies accounts. 9,207

A fiscal note detailing the specific line item transfers for these internal fund redistributions identified above has been made a part of the minutes of your Committee's meeting of October 14, 1993.

Your Committee recommends that the changes in authorized positions accompanying internal redistribution of funds within individual school budgets, as presented above, be approved.

* * * * *

(ITEM 6) (DOC934420) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bruce	Bruce PTO	$2500	Copier
Burroughs	Community Chorale for Christ	1500	Musical instruments
Hamilton	Gillfoy Printing Co.	625	Offset press
Marshall	Bob Weise	525	35mm camera and accessories
MPS	Bruce Moths	500	Superintendent's program account
Ninety-fifth St.	Jerry Fair	150	Electronic message board
Pleasant View	Kiwanis Club	200	Spring camping trip
Silver Spring	Jagadha Jayachandran	1300	Computer, printer, cassette deck
	W. H. Brady Co.	8500	Computers
Spanish Immersion	Asociacion Medica Hispano Americana de Wisconsin	500	School use
Spanish Immersion	Susan O'Brien	400	School use
Victory	Victory PTA	147	Wireless microphone
Whittier	Jeff Mazoch	540	Binders for student writing samples
TOTAL		$17,387	

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 7) (DOC934421) The Superintendent advised your Committee that:

Effective July 1, 1993, the Department of Finance signed a professional services contract for $24,900 with Deloitte & Touche to:

- Provide data processing technical support to Finance Department staff;
- Review current Technical Services organization and job descriptions and provide recommendations, as necessary;
- Review data processing operating procedures and make recommendations for improvement; and

•Review and monitor implementation of the critical technology needs and provide recommendations, as necessary.

The contract with Deloitte & Touche was awarded on a sole source basis. Deloitte & Touche was selected to assist the Finance Director because of their familiarity and knowledge of the district's data processing function through the work performed on the annual financial audit.

With the assistance of Deloitte & Touche, the Department has been able to accomplish the following over the past three months:

- •Developed a new organizational structure and new job descriptions for both Technical Services and Applications Development which will: a) enhance support for the implementation and monitoring of a project management system and b) provide organizational flexibility which will allow the development of in-house expertise in a specific technology or application.
- •Began the development of a data processing policies and procedures manual which will begin to comprehensively address recommendations made in the annual management letters and the quick hit initiatives within the long-term strategic plan.
- •Reviewed issues related to the implementation of the critical technology needs and provided recommendations, as appropriate.

With the resignation of the Finance Director and the two vacant positions of Technical Services Manager and Assistant Finance Director, it is necessary to extend the contract with Deloitte & Touche to provide continuity and continued technical support. This will ensure that implementation of important data processing initiatives will continue uninterrupted over the next several months.

It is estimated that this support will be needed through the end of December, 1994 and will require an additional $25,000 for a total amended contract of $49,900. Board approval is required on all contracts over $25,000. Monies are available to fund this contract within the Department of Finance through the two vacant management positions.

Your Committee recommends that the Milwaukee Board of School Directors approve a contract amendment of $25,000 to the original agreement with Deloitte & Touche for a total amended contract of $49,900 to provide data processing technical support, as needed.

* * * * *

(ITEM 8) (DOC934422) The Superintendent advised your Committee that:

Current Board policy is to pay for all textbooks at the time of purchase.

The Silver, Burdett & Ginn series, *World of Music*, was approved for adoption this spring, but the amount of $973,140 needed to purchase the texts for elementary and middle schools was not allocated in the 1993-1994 budget. The current music series is over ten years old and is inadequate in terms of presenting a multicultural focus. Some schools no longer have complete sets, including the four new elementary schools and four new middle schools.

Silver, Burdett & Ginn submitted a proposal to the district for delaying payment of the $973,140 until July 1994. The proposal includes a non-appropriation clause which would limit the MPS obligation to make payments to the current appropriation period by permitting MPS to terminate the agreement at the end of any appropriation period if, using its best efforts, MPS is unable to obtain funds to meet future scheduled payments.

The proposal was reviewed by the Office of City Attorney, who concluded that "it is our opinion that if the Board were to enter into a multi-year textbook procurement agreement which specified payments in subsequent years which were not budgeted for in the current school year, such an

agreement would not constitute impermissible debt if the future payments were subject to a non-appropriation option."

Your Committee recommends that no change be made in the current Board policy of paying for textbooks at the time of purchase.

* * * * *

(ITEM 9) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of October 14, 1993.

A. Statement of Revenues (DOC934415):

The Superintendent submitted the following Statement of Revenues for the month ending September 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$575,493,441	$0	$575,493,441	$38,360,481	$537,132,960	6.7%
Categorically Aided	55,657,430	1,122,695	56,780,125	2,017,449	54,762,676	3.6%
School Nutrition	23,921,082	0	23,921,082	483,047	23,438,035	2.0%
Construction	19,300,000	0	19,300,000	54,004	19,245,996	0.3%
Extension	6,291,015	0	6,291,015	272,509	6,018,506	4.3%

B. Statement of Expenses (DOC934415):

The Superintendent submitted the following Statement of Expenses for the month ending September 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$575,493,441	$1,690,208	$577,183,649	$78,775,012	$498,408,637	13.6%
Categorically Aided	55,657,430	1,122,695	56,780,125	6,224,493	50,555,632	11.0%
School Nutrition	23,921,082	0	23,921,082	2,766,612	21,154,470	11.6%
Construction	19,300,000	0	19,300,000	2,845,067	16,454,933	14.7%
Extension	6,291,015	0	6,291,015	1,482,571	4,808,444	23.6%

(1) Represents Board approved transfers during the 1992-1993 fiscal year. Appropriations for purchases encumbered in 1992-1993 and the elimination of budgetary reductions planned for a three day shutdown of the district have not been incorporated into revised budget figures to date.
(2) Encumbrances and expenditures included through September 30, 1993 and payrolls through September 22, 1993.

C. Expenditure Control Report (DOC934416).

* * * * *

The report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs presented ten 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 Panels of October 11; October 13; October 15; October 18; October 19; October 20; October 21; October 25; October 26; and October 27, 1993.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Mitchell—1.

RESOLUTIONS

By Director De Bruin:

WHEREAS, Monday, January 3, 1994, is the official New Year's holiday observance since New year's Day 1994 falls on a Saturday. For this reason, many businesses and factories will be shut down on that Monday. Many parents of MPS students will be home or on vacations that extend through January 3, 1994; and

WHEREAS, The current school calendar has students scheduled to return to school from the Christmas holiday break on Monday, January 3, 1994. At the time the Board approved the current calendar, staff failed to specifically note that the calendar included attendance on the official New Year's Holiday; and

WHEREAS, The MPS school calendar should encourage maximum student attendance. To the extent the calendar makes attendance difficult, MPS sends a message to students that attendance is not a priority; and

WHEREAS, MPS should support parent-child relationships by coordinating, to the extent practicable, student holidays with general holiday observances when parents are likely to be home or on vacation. To the extent MPS fails to so coordinate holiday observances, MPS ignores the needs and concerns of parents; and

WHEREAS, By holding classes on January 3, 1994, MPS is likely to experience:

a. Low student attendance and lower productivity that Monday due to students who spend the day with parents;

b. High staff absenteeism due to staff who extend their holiday to coordinate with spouses or others;

c. Poor use of time the following Tuesday as students and staff who are absent Monday are introduced to the new semester; and
d. Parent displeasure with the fact that their children must attend school on the day they have off from work; now, therefore, be it

RESOLVED, That the Administration be directed to negotiate with the MTEA and other bargaining units as required an adjustment to the 1993-94 school calendar that would eliminate classes on January 3, 1994 in accordance with the principles stated above.

Director De Bruin, in accordance with notice previously given, moved to suspend Board Rules to consider the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director De Bruin moved to adopt the resolution.

Director Johnson moved to amend the resolution as follows:

RESOLVED, That the Administration be directed to negotiate with the MTEA and other bargaining units as required an adjustment to the 1993-94 school calendar that would <u>seek to</u> eliminate classes on January 3, 1994 in accordance with the principles stated above.

The amendment was adopted by consensus.

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

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

Noes—Director Mitchell and President Bills—2.

By Director Sinicki:

WHEREAS, Milwaukee Public Schools has a curriculum in place that includes discussion of AIDS prevention for kindergarten through 12th graders; and

WHEREAS, In high schools, AIDS education is included in a unit on sexually transmitted diseases; and

WHEREAS, Members of the AIDS Coalition to Unleash Power (ACT-UP) have distributed pamphlets about safe sex, most recently outside Bay View, Hamilton and Pulaski High Schools; and

WHEREAS, These pamphlets use direct language, graphic cartoons and slang to convey their message; and

WHEREAS, MPS principals and administrators do not deny the urgency that the AIDS epidemic requires, but rather question the tactics and taste of ACT-UP; and

WHEREAS, Parents of some young people find the language offensive, and MPS has a responsibility to respect the wishes of its parents; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors declare that it does not endorse nor support the pamphlets produced by ACT-UP nor other materials of this nature; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors reemphasize its support of and commitment to the efforts of staff members and others to educate Milwaukee youth about AIDS in a responsible and appropriate manner; and be it

FURTHER RESOLVED, That the administration work with the city and state to develop necessary legislation to give the Board more authority over materials distributed to students on or near school premises or before school events.

Director Sinicki, in accordance with notice previously given, moved to suspend Board Rules to consider the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Sinicki moved to adopt the resolution.

Director De Bruin moved to amend the resolution by deleting the last Resolved.

After discussion, Director De Bruin withdrew his amendment.

The question being on adoption of the resolution, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The Board adjourned at 12:03 AM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of October 29, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	425	409		2	670	13	86	51	9	3	834
K3	420	305		7	447	42	47	161	21		725
PK	33	17			42		2	6			50
K4	2155	2009		39	2283	188	415	1156	81	2	4164
K5	4307	4076		93	4912	358	955	1914	144	7	8383
01	4941	4606	1	112	5855	348	1067	2025	141		9548
02	4376	4191		96	5175	371	915	1906	104		8567
03	4204	4005		89	4913	323	902	1880	101	1	8209
04	4070	3891		90	4735	342	864	1848	82		7961
05	3956	3815		74	4641	325	886	1764	81		7771
06	3879	3605		92	4449	303	797	1756	86	1	7484
07	3781	3506		87	4425	269	784	1659	63		7287
08	3645	3576		95	4352	244	764	1698	68		7221
09	4232	4256		123	5043	234	1008	2010	70		8488
10	3306	3361		84	3763	202	731	1830	57		6667
11	2470	2730		66	2730	183	509	1659	52	1	5200
12	1836	1984		43	1859	166	368	1341	43		3820
13	5							5			5
Invalid	3				2			1			3
TOTAL	52044	50342	1	1192	60296	3911	11100	24670	1203	15	102387

Total Active Detached..... 50 (Included above) Total Suburban Transfers—5911
Total Inactive..... 1102(Not included above)

Brown Deer	168	Glendale/River	117	Mequon-Thiensville	203	St. Francis	147
Cudahy	276	Hills	256	New Berlin	120	Wauwatosa	841
Elmbrook	293	Greendale	306	Nicolet	153	West Allis	336
Fox Point	132	Greenfield	74	Oak Creek	322	Whitefish Bay	408
Franklin	389	Hamilton	82	Shorewood	293	Whitnall	268
Germantown	42	Maple Dale-Indian Hills Menomonee Falls	332	South Milwaukee	353		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1629	80.7	118.0	6.0	Milwaukee Tech	1814	82.2	121.0	4.0
Custer	1173	78.5	92.0	5.0	North Division	911	73.6	84.0	4.0
Hamilton	1820	84.4	124.0	5.0	Pulaski	1531	76.4	103.0	5.0
Juneau	871	87.3	67.0	3.0	Riverside	1442	85.9	103.0	5.0
King	1228	91.6	72.0	4.0	South Division	1826	73.7	160.0	5.0
Madison	1262	76.5	96.0	5.0	Vincent	1369	77.2	94.0	5.0
Marshall	1233	89.7	96.0	5.0	Washington	1620	77.8	130.0	5.0
MHSA	855	90.4	64.0	3.0	TOTAL	20584	81.3	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	973	90.5	71.0	4.0	Muir	948	89.6	78.0	4.0
Bell	907	88.6	71.0	3.0	Parkman	578	85.1	45.0	3.0
Burroughs	927	90.5	74.0	4.0	Robinson	526	92.9	42.0	2.0
Edison	807	88.6	75.0	3.0	Roosevelt	638	92.7	47.0	3.0
Fritsche	993	91.3	85.0	4.0	Sarah Scott	652	89.7	52.0	3.0
Grand Avenue	654	90.7	66.0	3.0	Sholes	891	89.0	75.0	3.0
Kosciuszko	728	84.6	82.0	4.0	Steuben	932	91.1	70.0	4.0
Lincoln	659	87.8	47.0	3.0	Walker	844	85.8	71.0	3.0
Malcolm X	615	82.2	55.0	4.0	Webster	996	90.1	76.0	4.0
Acad	800	89.9	64.0	3.0	Wright	773	92.1	63.0	3.0
Milw.Ed.Center	1143	94.7	77.0	4.0	TOTAL	16984	89.6	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	394	92.5	20.0	1.0	Humboldt Park	604	94.9	49.0	2.0
Allen Field	1017	92.2	85.0	2.0	Irving	666	91.1	51.0	2.0
Auer	616	92.6	58.0	2.0	Kagel	357	95.0	45.0	2.0
Barton	563	95.1	33.0	3.0	Keefe Av.	620	92.0	58.0	2.0
Brown Street	551	93.2	72.0	3.0	Kilbourn	424	92.6	40.0	1.0
Browning	420	92.6	34.0	1.0	Kluge	583	93.4	47.0	2.0
Bruce	559	93.8	38.0	2.0	LaFollette	654	91.3	61.0	2.0
Bryant	633	90.8	39.0	3.0	Lancaster	579	92.6	35.0	2.0
Burbank	573	93.1	32.0	2.0	Lee	620	92.8	57.0	2.0
Burdick	486	90.4	40.0	1.0	Lincoln Av.	654	90.5	43.0	2.0
Carleton	474	94.0	29.0	2.0	Lloyd St.	552	94.1	43.0	2.0
Cass	624	91.1	50.0	2.0	Longfellow	645	93.9	44.0	2.0
Clarke	501	92.2	51.0	2.0	Lowell	288	90.3	17.0	1.0
Clemens	443	93.1	34.0	1.0	MacDowell	534	94.7	45.0	1.0
Clement	438	95.0	31.0	1.0	Manitoba	380	95.3	39.0	2.0
Congress	482	94.5	30.0	1.0	Maple Tree	513	92.2	30.0	2.0
Cooper	384	90.6	27.0	1.0	Maryland Av.	342	92.9	27.0	2.0
Curtin	350	93.8	24.0	1.0	McNair	293	91.2	23.0	1.0
Doerfler	687	93.8	37.0	2.0	Meir	241	98.5	19.0	1.0
Douglass	307	92.6	23.0	1.0	Milw.Im.French	395	95.0	29.0	1.0
Dover	614	91.0	39.0	2.0	Milw.Im.German	555	94.3	42.0	2.0
Dr. King	542	92.4	57.0	2.0	Milw.Im.Spanish	523	94.9	40.0	1.0
Eighty-first	469	92.5	25.0	1.0	Mitchell	752	92.4	50.0	2.0
Elm	561	95.6	42.0	1.0	Morgandale	619	96.4	49.0	1.0
Emerson	289	95.2	22.0	1.0	Multilingual	364	91.9	41.0	1.0
Engleburg	513	95.0	37.0	2.0	Neeskara	424	94.7	31.0	1.0
Fairview	561	93.1	54.0	2.0	Ninety-fifth	329	95.3	24.0	1.0
Fernwood	432	90.5	30.0	2.0	Palmer	616	90.8	60.0	2.0
Fifty-third	399	95.6	27.0	1.0	Parkview	412	93.7	27.0	1.0
Forest Home	943	93.7	80.0	3.0	Phillip	344	94.3	29.0	1.0
Franklin	615	93.3	61.0	2.0	Pierce	577	91.9	69.0	2.0
Fratney	365	94.3	34.0	1.0	Riley	668	93.0	53.0	2.0
Gaenslen	731	89.9	76.0	2.0	River Trail	356	91.7	20.0	1.0
Garden Homes	487	92.2	46.0	2.0	Seventy-eighth	555	91.8	44.0	2.0
Garfield	436	95.2	34.0	1.0	Sherman	596	93.3	31.0	2.0
Garland	357	92.5	20.0	1.0	Siefert	617	92.3	54.0	2.0
Goodrich	443	94.7	25.0	2.0	Silver Spring	371	86.3	29.0	1.0
Grant	597	93.4	36.0	2.0	Sixty-fifth	385	93.9	27.0	1.0
Grantosa	629	93.3	44.0	2.0	Starms	388	92.3	41.0	1.0
Granville	406	93.8	31.0	2.0	Story	505	94.0	49.0	2.0
Green Bay Av.	558	93.2	62.0	2.0	Stuart	335	95.3	24.0	1.0
Greenfield	383	95.1	34.0	1.0	Thirty-eighth	571	95.0	39.0	2.0
Hampton	585	93.7	39.0	3.0	Thirty-fifth	349	93.3	22.0	1.0
Happy Hill	492	92.6	29.0	2.0	Thirty-first	521	95.4	42.0	1.0
Hartford	627	92.9	34.0	2.0	Thirty-seventh	539	87.3	54.0	2.0
Hawley	336	93.1	23.0	1.0	Thoreau	713	93.2	49.0	2.0
Hawthorne	357	93.7	27.0	1.0	Thurston Woods	345	92.0	29.0	1.0
Hi-Mount	466	93.3	29.0	1.0	Tippecanoe	243	93.4	16.0	1.0
Holmes	745	90.8	81.0	2.0	Townsend	521	95.5	36.0	1.0
Honey Creek	355	93.7	29.0	1.0	Trowbridge	354	92.4	32.0	1.0
Hopkins	775	90.7	71.0	2.0	Twenty-first	587	94.7	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	663	92.3	65.0	2.0	Whitman	400	91.9	35.0	1.0
Urban Waldorf	304	93.4	24.0	1.0	Whittier	214	95.1	10.0	1.0
Victory	485	95.4	37.0	2.0	Wisconsin Av.	683	94.1	56.0	3.0
Vieau	633	93.4	61.0	2.0	Zablocki	613	93.4	44.0	2.0
Wheatley	720	92.2	67.0	2.0	TOTAL	56263	93.1	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	47	76.1	1.0	1.0	Manitoba Ortho.	108	88.4	4.0	.0
Craig	149	71.1	30.0	.0	Phoenix Alt. HS	169	67.8	9.0	1.0
Hayes	110	64.0	30.0	1.0	Pleasant View	96	76.2	17.0	1.0
Kilmer	305	80.6	22.0	1.0	Sixty-eighth	185	60.6	16.0	1.0
Lady Pitts	204	64.3	30.0	1.0	Stay	100	70.3	10.0	1.0
Lapham Park	61	76.6	17.0	1.0	Commun. Based	1000		0	.0
Lavarnway	14	93.5	0	1.0	TOTAL	2548	72.8	186.0	10.0
					MPS TOTAL	96379	89.4	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of October 29, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	37	1	2366	31	30	0	413	5	888	24	36	3	3770	64	3834
Emotion. Dist.	30	1	1364	46	2	0	109	5	445	22	26	2	1976	76	2052
Autistic	0	0	77	6	1	0	4	1	43	1	1	0	126	8	134
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	33	49	1	0	7	6	11	40	0	1	53	96	149
Physically Hdcp.	4	0	343	59	18	2	67	7	206	32	8	2	646	102	748
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	103	25	19	2	23	8	88	19	8	0	244	54	298
Mentally Ret.	13	3	1493	228	16	10	159	26	359	101	13	2	2053	370	2423
Speech/Languag	41	19	2232	1454	46	46	334	259	979	694	39	38	3671	2510	6181
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	129	24	8011	1898	133	60	1116	317	3019	933	131	48	12539	3280	15819
Ethnic Totals	153		9909		193		1433		3952		179		15819		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 8, 1993

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

Present—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

November 7, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 5:30 PM, Monday, November 8, 1993 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action to amend the 1993-94 adopted budget and budget resolution previously adopted by the Board on November 1, 1993.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki moved to amend the budget resolution previously adopted by the Board on November 1, 1993 by (1) rescinding the amendment that increased the tax levy to the full property tax limit under the State budget, and (2) revising and adopting the budget resolution as revised in accordance with the aforementioned action:

WHEREAS, On June 30, 1993, the Board of School Directors adopted the 1993-94 Milwaukee Public Schools budget prior to final approval of the State budget by the Legislature and the Governor; and

WHEREAS, The Board of School Directors now deems it necessary to amend its previous action relating to the 1993-94 budget by increasing revenue estimates and by restoring funding for essential pupil services; therefore, be it:

RESOLVED, That the Board of School Directors, acting pursuant to the provisions of Sections 65.05 (3) and 65.20 (1)(f) Wisconsin Statutes, now deems it necessary to amend the original 1993-94 budget resolution for the Milwaukee Public Schools as follows:

SCHOOL OPERATIONS FUND

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the

Common Council that an additional amount of $12,797,930 for a revised total of $612,212,453 will be required for the operations 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 1993-94; and that a reduced amount of $65,164 for a revised total of $224,164,277 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 1993, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that an additional amount of $65,164 for a revised total of $6,356,179 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1993-94, and that an additional amount of $65,164 for a revised total of $4,570,723 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 1993, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that an additional amount of $600,000 for a revised total of $19,900,000 will be required for 1993-94 Construction Fund budget purposes and that an additional amount of $NONE for a revised total of $7,700,000 thereof is to be raised in accordance with Section 65.07 (1) (f), Wisconsin Statutes, by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1993, said amount to be in addition to the money received from other miscellaneous sources.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki and Small—6.

Noes—President Bills—1.

The Board adjourned at 6:35 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 8, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

Present—Directors De Bruin, Lucey, Mitchell (7:02 PM), Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson and O'Neil—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

November 5, 1993

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 7:00 PM, Monday, November 8 ,1993 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 and litigation matters.

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

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session for the purpose of discussing negotiations and litigation matters.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 7:01 PM.

The Board adjourned from executive session at 8:08 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 9, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:10 PM.

Present—Directors De Bruin, Lucey, Mitchell (7:15 PM), Sinicki, Small and President Bills—6.

Absent and excused—Directors Johnson and O'Neil—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

October 27, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors, originally scheduled to be held at 7:00 PM, Wednesday, November 3, 1993, has been rescheduled to meet at 7:00 PM, Tuesday, November 9, 1993, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent and possibly taking action relative to the performance evaluation.

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 and may reconvene in open session for possible action on matters noticed.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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, Lucey, Sinicki, Small and President Bills—5.

Noes—None.

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

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

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 11, 1993

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

Present—Directors De Bruin, Johnson, Lucey, Mitchell (6:08 PM), Sinicki, Small (6:08 PM) and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

November 10, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors originally scheduled to be held at 7:00 PM, Wednesday, November 10, 1993 has been rescheduled to meet at 6:00 PM, Thursday, November 11, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies relative to Chapter 220 agreements which may be entered into in future years subsequent to expiration of the Interdistrict Desegregation Settlement Agreement with the NAACP and various suburban school districts and possibly taking action relative to negotiation strategies discussed.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to consider the formulation of negotiation strategies to be used in negotiations relative to Chapter 220 agreements as stated above and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki moved that the Board retire to excecutive session for the purpose of formulating negotiation strategies relative to Chapter 220 agreements which may be entered into in future years subsequent to expiration of the Interdistrict Desegregation Settlement Agreement with the NAACP and various suburban school districts.

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 6:07 PM.

The Board adjourned from executive session at 7:09 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 22, 1993

Regular meeting of the Board of School Directors called to order by President Bills at 8:06 PM.

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

Absent and excused—Director Johnson—1.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of October 6; 14; 21 at 6:45 and 7:00 PM; and November 1 and the regular Board meeting of November 2, 1993 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

November 22, 1993

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 Lanisha LaCarr, student at Gaenslen Elementary School.

Lanisha was honored for being one of two runners-up in a national essay contest sponsored by the National Association of Medical Equipment Services. She received national and state awards and $150 in U.S. Savings Bonds.

Lanisha is ten-years-old and has spina bifida, a birth defect of the spinal canal. She competed with children from 20 other states in this national contest in which children wrote about how medical technology helps them in their daily lives.

I welcome the Board of School Directors and the entire school community to join me in congratulating Lanisha on her award.

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

November 22, 1993

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, Ms. Delfina Estevez, by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Jerry Brock, a minor, and his mother, Lois McDougle, for injuries allegedly sustained by Jerry Brock at the Multilingual/Multicultural Academy on February 7, 1992.

   Claim is made in the sum of $50,000.

2. Notice of Injury filed against the City Clerk, City of Milwaukee; and Pulaski High School, by Mr. Dale Nikolay, attorney, on behalf of a minor, Charlene Dvorak now deceased, for circumstances allegedly related to her death on May 14, 1993.

   The Office of the City Attorney has recommended denial of this claim on the basis of lack of proximate cause.

3. Claim for Damages filed against the City of Milwaukee; City of Milwaukee Public Schools; Grantosa Drive School and Ms. Cara Seppi, by Mr. Nathaniel Rothstein, attorney, on behalf of John Handy, a minor, and his mother, Helen Handy, for injuries allegedly sustained by John Handy at the Grantosa Drive Elementary School between April 19 and April 30, 1993.

   Claim is made in the sum of $25,000.

4. Notice of Claim and Statement of Circumstances filed against the City of Milwaukee, Milwaukee Public School District and Sarah Scott Middle School, by Mr. Thomas Kammerait, attorney, on behalf of Elder Care Line, Inc. who alleges groundwater contamination from the run-off from the Sarah Scott Middle School site.

   Relief sought is for all costs and charges incurred by the claimant to remove and cleanup all contaminants to conform with all environmental and DNR standards, regulations and laws.

CNA Insurance Companies previous carrier of the Board's comprehensive general liability insurance coverage has recommended that Claim No. 1 be disallowed.

Wausau Insurance Companies which is the third party administrator which currently handles the liability claims filed against the district, has requested that Claim No. 3 be disallowed.

The Office of the City Attorney serves as the legal representative of the Board in relation to various litigation claims filed against the Board and therefore recommends disallowance of Claims No. 2 and 4.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, these disallowances will permit the claimants a period of six months in which to bring suit, if they so desire.

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachments

Director Small moved to concur in the Superintendent's recommendations and deny the claims.

Director Lucey moved to amend claim #2 by deleting the words "on the basis of lack of proximate cause."

The amendment prevailed, the vote being as follows:

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

Noes—None.

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

Ayes—7; Noes—0.

COMMUNICATION FROM THE INTERIM DIRECTOR OF GOVERNANCE AFFAIRS

November 22, 1993

TO THE BOARD OF SCHOOL DIRECTORS;

At the September 29, 1993 Board meeting, the Interim Director of Governance Affairs was directed to prepare an order for a special election, to be held concurrently with the spring election, to fill the vacancy in the third Board district created by the resignation of Joyce Mallory.

The following order has been drafted by the City Attorney. It is recommended that the Board adopt this order for the special election and direct the Interim Director of Governance Affairs to file it with the City Board of Election Commissioners.

ORDER FOR SPECIAL ELECTION

The Board of School Directors of the City of Milwaukee orders that a special election be held on April 5, 1994 to fill the office of Member of the Board of School Directors of the City of Milwaukee, District No. 3. The remaining term of office expires on April 24, 1995. The vacancy occurred upon the resignation of the incumbent, Joyce Mallory. Nomination papers for this office may be circulated no earlier than December 1, 1993. The deadline for filing nomination papers is 5:00 p.m., January 4, 1994.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved to adopt the order for a special election.

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

Ayes—7; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of October 1 through October 29, 1993 covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 4719 to 7907, inclusive

Payrolls (net of withholdings)	$16,815,173.83	
Accounts	$44,235,295.38	
		$61,050,469.21

CONSTRUCTION FUND

Accounts, Voucher Nos. 407 to 544, inclusive

Accounts	$829,594.34

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 257 to 363, inclusive

Payrolls (net of withholdings)	$163,663.45	
Accounts	$228,381.08	
		$392,044.53

TOTAL $62,272,108.08

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being the same as that preceding:

Ayes—7; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) (DOC: 934434) 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 and changes in status. Your Committee recommends that these appointments, promotions and changes in status be, and they hereby are, approved, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Shirley Harley School Safety	School Safety Assistant $14,002.56/yr. (New position)	09-23-93
Annette Lieberman Ins. & Risk Management	Clerk Typist I $15,138.50/yr. (Replacement for transfer)	10-13-93
Patrick McCormack EESSC	Physical Therapist Assistant $15,381.00/yr. (New position)	11-01-93
Carolyn Renfro Ex. Ed. & Supp. Services	School Secretary I $18,711.94/yr. (Replacement for retirement)	11-01-93
Brian Suttle School Safety	School Safety Assistant $14,002.56/yr. (New position)	09-20-93
Jeanine Teetz Ins. & Risk Management	Clerk Typist I $15,138.50/yr. (Replacement for resignation)	11-01-93
Maurice Turner School Safety	School Safety Assistant $14,002.56/yr. (New position)	09-20-93
	PROMOTIONS	
Vonda Butler 31st	School Secretary I $14,356.89/yr.	10-27-93
James Glodowski Walker	Building Service Helper II $18,706.48/yr.	10-11-93
Stephen Gonzalez Warehouse	Truck Driver (Light) $29,825.90/yr.	09-27-93
Regina Graham Ins. & Risk Management	School Secretary I $17,305.86/yr.	11-08-93
Stephanie James 21st	School Secretary I $14,356.89/yr.	10-01-93
Brian Means Clarke	School Engineer II $30,963.66/yr.	10-11-93
Wren Solares	School Secretary I	10-14-93

Parkman	$14,356.89/yr.

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS	
Debra McFadyen King	School Secretary I $18,711.16/yr.	11-08-93
Carmen Munoz Edison	Clerk Typist I $12,551.33/yr.	10-14-93
Troy Sparks 81st	Handicapped Children's Asst. $10,168.20/yr.	10-11-93
Derrick Washington School Safety	School Safety Assistant $16,808.08/yr.	10-11-93

* * * * *

(ITEM 2) (DOC: 934435) 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 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Michael C. Harris English/Reading	B	23,113	0	08-25-93
(r)	Kelly G. Howsare Upper Elementary/English	B	24,268	1	08-25-93
	Effective between September 20, 1993, and September 30, 1993, inclusive:				
(r)	Dawn M. Ashley Guidance	C	26,117	0	09-20-93
(nr)	Andrea S. Bloch Upper Elementary/Gr. 6	B	23,113	0	09-20-93
(nr)	Karen A. Johnson Physical Education	B	23,113	0	09-20-93
(nr)	Suzanne M. Kirby Upper Elementary/Math	B	23,113	0	09-20-93
(nr)	Joan E. May Upper Elementary	B	23,113	0	09-20-93
(nr)	Scott D. Mixdorf Science	B	23,113	0	09-20-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Gloria J. Harris Upper Elementary/Gr. 6	B	31,200	7	09-21-93
(nr)	Kristine G. Kliebhan Upper Elementary/Science	B	27,735	5	09-22-93
(nr)	Theresa A. Bath Upper Elementary	B	23,113	0	09-23-93
(r)	Jeffrey J. Dederich Chapter I/Mathematics	B	23,113	0	09-24-93
	Effective between September 20, 1993, and September 30, 1993, inclusive:				
(r)	Bonnie J. Best Mathematics	B	27,735	4	09-27-93
(r)	John T. Blinkhorn Elementary/Gr. 2	B	23,113	0	09-27-93
(r)	Sheri L. Dean Elementary/Gr. 4	B	23,113	0	09-27-93
(nr)	Lisa M. Drescher EC:EEN	B	23,113	0	09-27-93
(r)	Lisa J. Luz Art	BB	25,482	1	09-27-93
(r)	Christina M. Melanson Choral Music	B	23,113	0	09-27-93
(r)	Kathleen A. Mercer Upper Elementary	B	24,268	1	09-27-93
(nr)	Kerwyn P. Splude Upper Elementary/English	B	23,113	0	09-27-93
(r)	Patricia L. Ball Chapter I/English	B	23,113	0	09-30-93
(r)	Abbie R. Fishman Chapter I/English	B	26,580	3	09-30-93
	Effective between October 1, 1993, and October 13, 1993, inclusive:				
(nr)	Mark E. Sauer E. D.	B	26,580	3	10-01-93
(nr)	Angela Y. Anderson Upper Elem./Social Studies	B	23,113	0	10-04-93
(r)	Laura K. Burgermeister	B	23,113	0	10-04-93

Upper Elementary/English

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
(nr)	Michele C. Johnson Upper Elementary/L.D.	B	23,113	0	10-04-93
(r)	Rebecca L. Richardson Elementary/Gr. 3	B	23,113	0	10-04-93
Effective between October 1, 1993, and October 13, 1993, inclusive:					
(r)	Erik F. Schmidt English/Creative Writing	B	23,113	0	10-05-93
(nr)(a)	Mary C. Steckel Speech Pathologist	C	35,259	7.5	10-06-93
(r)	Mary M. Westemeier EC:EEN	B	23,113	0	10-06-93
(nr)	Richard M. Zieske, Jr. Chapter I/Mathematics	B	23,113	0	10-06-93
(r)(a)	Cecil Austin (Music)	E	46,907 (+$1,000 for earned Ph.D.)	12.5	10-07-93
(r)	Kristin L. Fosback Upper Elem./Social Studies	B	23,113	0	10-08-93
(r)	Walter L. Longmire, Jr. Carpentry	A	29,642	7	10-11-93
(nr)	Richard L. Martzke Tech Ed/Mathematics	B	23,113	0	10-11-93
(r)	Mary L. Meurer C. D.	B	23,113	0	10-11-93
(r)	Leonard F. Wallace Carpentry	A	29,642	7	10-11-93
(r)	Lisa M. Nelis Speech Pathologist	C	26,117	0	10-13-93
Effective between October 14, 1993, and October 26, 1993, inclusive:					
(r)	Lynnette M. Chadwick Occupational Therapist	B	31,200	7	10-18-93
(r)	Thomas D. Landre Chapter I/English	BB	25,482	1	10-18-93
(nr)	Catherine A. Mackowski Occupational Therapist	B	27,735	4	10-18-93
(r)	Misae Tucker	B	23,113	0	10-18-93

Upper Elem./Japanese

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between October 14, 1993, and October 26, 1993, inclusive:					
(nr)	Joel M. Berger Reading	B	23,113	0	10-25-93
(r)	Tami J. Doss Elementary/Gr. 3	B	23,113	0	10-25-93
Effective between October 27, 1993, and November 8, 1993, inclusive:					
(r)	Kathleen A. Trochlell Occupational Therapist	B	23,113	0	11-08-93
Effective between November 9, 1993, and November 19, 1993, inclusive:					
(r)	Jacqueline A. Welk Biology/Physical Science	B	23,113	0	11-10-93

(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) (DOC: 934436) 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)	Christine Gliszczinski	Exceptional Education Program Administrator (Programs for Children with Learning Disabilities, Visual Impairments, and Hearing Impairments)	Schedule III, Range 11A $63,572
(r)	Florence Harris	Supervisor, Programs for Students with Cognitive Disabilities and Programs for Students with Physical Handicaps	Schedule III, Range 8C $49,501
(r)	Denise Bowens	Supervisor, Programs for Students with Cognitive Disabilities and Programs for Students with Physical Handicaps	Schedule III, Range 8C $49,501
(r)	Julio Mayorga	Parent Involvement Specialist	Schedule III, Range 4A $30,703

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 4) (DOC: 934437) Your Committee recommends that the following leaves of absence, including two curtailments of leave and one rescinding of leave, be, and they hereby are, granted, effective as of the dates indicated:

Illness Leave, to January, 1994:

Darlene Kinsey	Grantosa Drive	September 15, 1993

Personal Leave, to June, 1994:

Gregory Braun	Walker	November 1, 1993

Sabbatical Leave, to June, 1994:

Alan Damato	Sarah Scott	January 24, 1994

Study Leave, to June, 1994

Cary Lahr	Grant	January 24, 1994

CURTAILMENT OF LEAVE

Kathie Free	Was granted a Sabbatical Leave from August, 1993, to January, 1994. Curtailed as of September 29, 1993.
Cathy Rondinelli	Was granted a Personal Leave from August, 1993 to June, 1994. Curtailed as of October 12, 1993.

RESCINDING OF LEAVE

Kathie Free	Was granted a Study Leave for January, 1994 through February 14, 1994. Rescinded as of September 29, 1993.

* * * * *

(ITEM 5) (DOC: 934438) 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
Trudy I. Cayo	Teacher	09-28-93
Beulah C. Howard	Teacher	11-12-93
Dorothy J. Hunter	Teacher	12-17-93
William F. Kirby	Teacher	10-14-93
Kari K. Landmark	Speech Pathologist	10-22-93
Richard M. Levine	Teacher	09-28-93
Trudi C. Melvin	Teacher	10-01-93
Nicholas C. Schuster	Teacher	10-04-93
Therese A. Taylor	Occupational Therapist	10-22-93
Sharon L. Wolfgram	Teacher	12-17-93

* * * * *

(ITEM 6) (DOC: 934440) The Superintendent advised your committee that:

At its meeting of August, 1976 (Proc. pp. 34-35) the Board adopted the recommendation that: "The Board President be empowered to enter into interdistrict pupil transfer agreements with the other school districts on behalf of the Board."

The City Attorney has advised the Board that in accordance with the statutes, the Board should be approving the Chapter 220 contracts and should not delegate this responsibility to the Board President.

A summary of agreements with the school districts of Elmbrook, Franklin, Germantown, Greenfield, Menomonee Falls and Shorewood has been attached to the minutes of your Committee's meeting of November 8, 1993.

Your Committee recommends that the 1992/93 and 1993/94 Chapter 220 inter-district pupil transfer agreements for the school districts of Elmbrook, Franklin, Germantown, Greenfield, Menomonee Falls and Shorewood be approved.

* * * * *

(ITEM 7) (DOC: 934441) The Superintendent advised your Committee that:

In a communication to the Board dated July 2, 1993, I outlined the process developed for continuing to restructure the central office structure and operations. The main thrust of the plan is to create cross-functional teams to provide better service and support to parents, schools, and the community.

At the Board's November 2, 1993, meeting a revised central office support services organizational chart was approved by the Board. The approved organizational chart reduces the number of departments from 11 to 6 by combining related functions. The revised organization chart is included in the attachment along with highlights of the plan and revised department descriptions.

No positions have been eliminated or created in the new structure. However, revised position descriptions have been developed for the following positions to reflect the organizational and operational changes:

-- Assistant Superintendent, Department of School Administrative Services
-- Director, Department of Parent and Student Services
-- Director, Department of Educational Services
-- Director, Department of Financial Services
-- Director, Department of Human Resource Services
-- Director, Department of School/Community Services
-- Director, Communications and Public Affairs
-- Chief Lobbyist, Office of Governmental Relations
-- Administrative Coordinator

The revised job descriptions have been attached to the minutes of your Committee's meeting of November 8, 1993.

Due to the organizational and operational changes noted herein and the impact of these changes on the responsibilities and functions, there is a need to review the classifications of these positions. This will be accomplished through the existing Administrative Compensation Review Committee process previously established by the Board. Any dollar impact as a result of possible reclassifications will be absorbed within the existing budget.

Your Committee recommends that approval be given for the following revised job descriptions:

--Assistant Superintendent, Department of School Administrative Services
-- Director, Department of Parent and Student Services
-- Director, Department of Educational Services
-- Director, Department of Financial Services
-- Director, Department of Human Resource Services
-- Director, Department of School/Community Services
-- Director, Communications and Public Affairs
-- Chief Lobbyist, Office of Governmental Relations
-- Administrative Coordinator

* * * * *

(ITEM 8) 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 November 8, 1993.

A. Affirmative Action Report for October, 1993 (DOC: 934439).

* * * * *

Separate consideration having been requested of Item 2, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director O'Neil moved for suspension of Board Rules and adoption of the report.

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

Ayes—7; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 934442) 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 REMODELING PROJECTS
Division 2—Exceptional Education and Supportive Services Center

B & D Contractors, Inc., sole bidder, base bid of $117,900 plus $17,018 for mandatory alternate bid 1 to replace additional existing hardware for a total contract of $134,918

ADA REMODELING PROJECTS
Division 1—Washington High School
B & D Contractors, Inc., second low bidder, base bid of $218,230

ROOF REPLACEMENTS
Division 1—Lee School
Specialty Associates, Inc., low bidder, base bid of $142,695

Division 2—Thirty-first Street School
Specialty Associates, Inc., low bidder, base bid of $107,970

Division 3—Thirty-seventh Street School
Specialty Associates, Inc., low bidder, base bid of $99,410

* * * *

(ITEM 2) (DOC: 934443) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following sole source purchases:

SS-082 Classroom Computers (Irving School)
Apple Computer (North Shore Computers) for 22 each Macintosh LCIII student stations; 1 Quadra file server; 18 printers; and networking to connect units throughout 14 classrooms, for a total cost of $46,992

SS-083 Chapter I and Administrative Computers (South Division High School)
Apple Computer (North Shore Computers) for 24 Macintosh LC520 student stations in a lab network with a central file server and 6 Macintosh Centris computers and printers for the art department for a total cost of $86,745

IBM for 24 student workstations, model 40-486SX in a lab network with a central file server; an upgrade of two existing IBM file servers; and nine each administrative units with printers for a total cost of $102,812

Safe Harbor Company, Waukesha, WI for a video graphics system (hardware and software) for a total cost of $19,837

Various software vendors for instructional software for the above labs for a total cost of $27,177

* * * * *

(ITEM 3) (DOC: 934447) The Superintendent advised your Committee that:

The Board of School Directors determined in December, 1992, that restaffing of schools based on Fall, 1993, enrollments would be completed by September 30, 1993.

Principals submitted their Staffing Needs reports to the Department of School Administrative Support and Accountability on September 10, 1993. Ninety-two percent of the schools (135 schools) met their target enrollment. Two percent of the schools (3 schools) were below their target enrollment and six percent of the schools (9 schools) were above their target enrollment.

In October, 1993, the Board of School Directors was asked to approve staffing adjustments in elementary, middle, and alternative schools. This resulted in an addition of 6 teachers.

The analysis of staffing needs at the high school level based on fall enrollment information provided by principals and verified during the month of October resulted in a need at this time for an additional 9 teachers. Restaffing of schools based on fall enrollment information provided by principals occurred during the week of September 20, 1993.

In April, 1993, principals were informed that schools whose Fall, 1993, enrollments produce a change in formula regular education locally-funded teachers from the number needed based upon the Spring, 1993, enrollment projection will have their budget allocations adjusted by an amount equal to the change in the number of such formula teachers multiplied by the average teacher salary. No per-pupil budget adjustments will be made. Budget allocations for 1994-95 will reflect actual 1993-94 enrollments.

In the 1993-94 adopted budget, $1,364,000 was provided in the School Contingency Fund for additional teaching staff. A total of $514,101 needs to be transferred from this fund to pay for the additional 9 teachers.

There is a need to transfer $30,657 from the School Contingency Fund to add .5 to the assistant principal position at Thirty-eighth Street School due to the needs of the school district and the school.

These adjustments are as follows:

Custer High School	+1 teacher	$41,393
Milwaukee High School of the Arts	+1 teacher	41,393
North Division High School	+1 teacher	41,393
South Division High School	+6 teachers	248,358
Thirty-eighth Street	+.5 principal	22,215
Fringe Benefits		150,006
Total		$544,758

A fiscal note containing fund transfer details has been attached to the minutes of your Committee's meeting of November 11, 1993.

Your Committee recommends that individual school budgets be increased as presented above, based upon eligibility for increases in formula teacher staffing; that an additional .5 assistant principal be authorized for Thirty-eighth Street School; that the resulting net cost increase of $544,758 in school budgets be provided by transfers from the School Contingency Fund; and that the changes in authorized positions be approved.

* * * * *

(ITEM 4) (DOC: 934448) The Superintendent advised your Committee that the following schools have requested additional budgetary changes within their local school budgets for the 1993-1994 school year.

School	Budgetary Change	Cost
Doerfler	Paraprofessional Position	$ 12,000
Fairview	Handicapped Children's Assistant Position	4,105
	Social Work Aide Position	4,905
Forest Home	Assistant Principal Position	25,784
Siefert	Safety Aide Position	3,631
Stuart	Additional Social Work Hours .10 FTE	4,680
Robinson	Educational Supplies	16,929
Sherman	Paraprofessional Position	12,114

Doerfler Elementary School is requesting a transfer of funds from their other expenses account to the paraprofessional account to cover the cost of a .75 FTE additional paraprofessional position.

Fairview Elementary School is requesting a transfer of funds from their paraprofessional account to cover .25 FTE of a handicapped children's assistant position. (An additional .25 is being provided for by grant funds awarded to MPS.) This position will be for the assistance of the physical education teacher when teaching inclusion classes.

Fairview Elementary School is also requesting a transfer of funds from their paraprofessional account to cover .375 FTE of a social work aide position. This position will be for helping to increase daily student attendance, improving communication with parents, and assisting parents in resolving family problems when they interfere with their children's performance in school.

Forest Home Elementary School is requesting a transfer of funds from their other expenses accounts (general and staff development), and minor building modifications account to their assistant principal account to restore their full-time assistant principal position due to the needs of the school.

Siefert Elementary School is requesting a transfer of funds from their other expenses account to their safety aide account to add 10 hours to the position because it is a 40 hour position.

Stuart Elementary School is requesting a transfer of funds from their other expenses account to their social worker account for an additional .10 FTE.

Jackie Robinson Middle School is requesting a transfer of funds from their school secretary I (10 month position) account to their educational supplies account. There is a salary savings due to the transfer of a school secretary I from their school.

Sherman Elementary School is requesting a transfer of funds from their educational supplies account in order to provide a .75 FTE paraprofessional position. This paraprofessional will be utilized by the first grade teachers.

All schools are requesting to transfer funds to areas of need for their respective buildings. A fiscal note containing the fund transfer detail has been attached to the minutes of your Committee's meeting of November 11, 1993.

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

* * * * *

(ITEM 5) (DOC: 934449) The Superintendent advised your Committee that:

Funding in the amount of $222,000 is allocated in the 1993-94 School Contingent fund for the creation of a second Science Materials Distribution Center. Planning for the center has been finalized and a fund transfer is requested at this time.

Your Committee recommends that $222,000 be transferred from the School Contingent Fund to the appropriate accounts in the Science Materials Distribution Center.

* * * * *

(ITEM 6) (DOC: 934451) The Superintendent advised your Committee that:

The Milwaukee City Attorney's Office has recommended that Fact-Finders Unlimited be issued a contract for the purpose of conducting preliminary investigations and surveillances in all residency cases.

The Department of Human Resources has $37,000 budgeted for the purpose of investigating residency cases in its 1993-94 budget. Board approval is required on all contracts over $25,000.

Your Committee recommends that the Board of School Directors authorize the Department of Human Resources to enter into a professional services contract with Fact-Finders Unlimited to conduct preliminary investigations and surveillances of residency cases for the 1993-94 school year for a total contract amount of $37,000.

* * * * *

(ITEM 7) (DOC: 934452) The Superintendent reported that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	PTO	$1370	Overhead projectors and carts
Brown	Deanna Potts	200	Piano
Carleton	J.C. Penney Golden Rule Award	1000	Tutor supplies and materials
Curtin and	PTA	6149	Educational supplies, incentives field trips
Grantosa Drive	Wisconsin Beef Council	3000	Computer and Phy Ed equip
	Project Best	190	Science supplies
	PTA	1000	Ellison letter machine
Hampton	School funds	893	Books for classroom libraries
Hawley	PTA	500	4th & 5th grade camping trip
	Ambrosia Environmental Committee	130	Environmental field trips
Lady Pitts	St. Roman Parish	600	Socks and sweaters
Lee	PTO	400	Student incentives
MacDowell	PTA	1690	Supplies, field trip supplements
	PTA	1650	RIF and library books
Marshall	Parents Who Care	495	Dance squad uniforms
	Badger Rutter & Assoc.	5000	Used AV equipment
Milwaukee Tech	Renquist Associates, Inc.	750	Photo finishing machine and supplies
Pulaski	Warner Cable	500	Computer and printer
Vieau	Herbert H. Kohl Charities	50	Encyclopedias
	Council for Spanish Speaking	75	Parade award
	M & I Bank	100	Parade expenses
Total		$25,742	

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 8) (DOC: 934453) The Superintendent advised your Committee that:

Thurston Woods Primary School serves kindergarten through the third grade. The kindergarten through grade three organization was created to facilitate the early childhood program. When the school was established, it was part of a plan from the Service Delivery Area I to build a fourth through eighth grade school for the 1992-1993 school year. The designation of a feeder school for students entering was postponed. Parents of current third graders at Thurston Woods do not know where their children will go to school for grades four and five.

At the August, 1992, Instruction and Community Relations Committee, representatives from Thurston Woods School discussed the need for a feeder school. The committee directed the administration to make a recommendation relative to a feeder school at the October, 1992, meeting.

At the Board's November, 1992, meeting the following recommendations were adopted:

a. That for the 1993-1994 assignment process, the families of the sixteen third graders at Thurston Woods Campus be given the following assignment options:

- •Be given an assignment preference for available seats at their region or attendance area school that has an Individually Guided Education (IGE) focus.
- •Remain at the Thurston Woods Campus for the 1993-1994 school year in a multi-age grouping.
- •Automatic assignment to their attendance area school for grade four if student does not receive one of their three choices during the school selection process.

b. That the administration begin to work with the Thurston Woods School Community and other schools with or without similar instructional focus to establish a feeder school for the 1994-1995 school year.

Recommendation **a** above was implemented as part of the school selection process for the 1993-1994 school year.

June, 1993, in response to recommendation **b** above, the Thurston Woods Community Committee submitted a report to the Board outlining the steps taken to identify a feeder school. These steps were:

- •merging with existing schools.
- •utilizing existing building on lands to establish a new school.
- •renovating the convent located at Thurston Woods.
- •building a new school on land owned by the Board or on land purchased by the Board.

After weighing all options, the Thurston Woods Community requested the inclusion of seven million dollars in the 1993-1994 budget to build a new grade four through eight school on the Thurston Woods Campus.

Given the financial constraints facing the district, the administration was unable to support the recommendation from the Thurston Woods Committee.

The Board directed the administration to work with the Thurston Woods Committee to develop other options relative to feeder schools for Thurston Woods. The option developed should contain information relative to cost and impact on students currently assigned to a school and those students who would have attended the school in the future. The options developed were to be reported to the Board in October of this year. This would allow a decision in time for the 1994-1995 Student Assignment Process.

Representatives for the administration met with representatives from the Thurston Woods School Community, Carleton School Community, Alderman Richards and other interested community persons to discuss and review the options developed.

The following seven options were developed based on dialog with the schools and parameters directed by the Board:

OPTION I

Change the grade organization of Thurston Woods from four-year-old kindergarten through grade three to four-year-old kindergarten through grade five by converting the convent to four classrooms.

- •The change of the grade organization would take place between 1994-1995 and 1998-1999 school years.
- •No current students will be displaced.
- •Projected cost of 4.5 million to renovate the convent.
- •Reduction in the number of new four-year-old and five-year-old kindergarten may occur during the years of renovating.
- •Students mobility and attrition could shorten the time to complete grade reorganization.

OPTION II

Change Thurston Woods to four-year-old kindergarten through grade five without renovating the convent.

- •No displacement of current students.
- •No new four-year-old or five-year-old kindergartens for two school years.
- •Additional cost will be associated with converting kindergarten classrooms into graded classrooms.
- •The building capacity will be approximately 379 students after grade reorganization.
- •Student mobility and attrition could shorten the time to complete grade reorganization.

OPTION III

Change Thurston Woods to four-year-old kindergarten through grade five without renovating the convent and maintaining the four-year-old and five-year-old kindergarten enrollment through voluntary student reduction and an inclusion program for regular and exceptional education students.

- •No current student displacement.
- •Parent choosing to transfer schools would receive preference to attend attendance area or region schools.
- •If voluntary transfers do not reduce enrollment, an inclusion program for regular and exceptional education classes will be implemented to free up a classroom.
- •The number of regular four-year-old or five-year-old kindergarten students may be reduced to implement the inclusion initiatives.

OPTION IV

Designation of feeder schools for Thurston Woods third grade classes:

- •One to four schools will need to be designated feeder schools between September, 1995, and September, 1997. Three schools will need to be designated after September, 1997.
- •Thurston Woods would maintain the four-year-old kindergarten through grade three organization and a student population of 375.
- •Disadvantages:
  - --students assigned to different schools.
  - --designated schools may have a different instructional focus.
  - --the designated schools may require a reduction in the new students being accepted from the attendance area.
- •There will be a cost associated with converting rooms to grade four rooms. The designated schools will have to be identified as part of the Three Choice School Selection Process. Carleton Elementary School is a possible choice for the 1994-1995 school year.

OPTION V

Change the grade organization for Carleton from four-year-old kindergarten through grade five to grade four through grade eight.

- •This option maintains Thurston Woods four-year-old kindergarten through grade three organization.
- •Carleton grade organization would become grade four through grade eight through a period of transition.
- •No new four or five-year-old kindergarten students will be accepted at Carleton beginning with the 1994-1995 school year.
- •Students from Carleton's attendance area will have a preference to attend Thurston Woods. The preference will begin as a specific grade level is eliminated at Carleton.
- •Third graders at Thurston Woods will have an automatic assignment to Carleton for grade four beginning with the 1997-1998 school year.
- •Thurston Woods third graders will have to be accommodated at other designated schools until the 1997-1998 school year if this option is chosen.
- •A consumer education and industrial technology wing will have to be constructed at a cost of 2.6 million dollars.
- •The additional cost will be associated with converting the current kindergarten through grade three classrooms at Carleton to grade four through six classrooms.

OPTION VI

Change the grade organization for Carleton from grade four through grade five to grade four through grade six.

- •This option allows for no change in the Thurston Woods grade organization.
- •Carleton grade organization would change from four-year-old kindergarten through grade five to grade four to grade six.
- •The third grade from Thurston Woods beginning with the 1995-1996 school year, would have an automatic feeder into Carleton for grade four.
- •Attendance area students from Carleton will have a preference to attend Thurston Woods.
- •The current four-year-old kindergarten at Thurston Woods would attend Thurston Woods for five-year-old kindergarten.
- •The additional cost will be associated with converting the current kindergarten through grade three classrooms at Carleton to grade four through grade six classrooms.

OPTION VII

Maintain the current grade organization at Thurston Woods (four-year-old kindergarten through grade three) without a designated feeder school(s):

- •The early childhood focus would be maintained.
- •The existing third grader would receive a preference to attend their attendance area school or a school within their region.
- •No additional cost for the district.
- •Disadvantage would be that the third graders would not be able to stay together or continue their multi-grade grouping.

At a meeting with school community representatives from the two schools, Option III received support from those in attendance.

The Thurston Woods community group's long term objective is to build a fourth through eighth grade school in the vicinity of Thurston Woods. The new school is needed to ensure continuity of education for Thurston Woods students. The Thurston Woods community has voiced support of a short term goal reorganizing Thurston Woods kindergarten through grade five until sufficient funds are available to build a new school. Thurston Woods would return to their kindergarten through grade three organization when the new school is built.

The administration acknowledges the wishes of the Thurston Woods Community Group to build a fourth through eighth grade school on or near the Thurston Woods Campus. However, the Facilities Master Plan, which was approved by the Board, designated that all new elementary

schools would organize only four-year-old kindergarten through fifth grade. Therefore, the administration is unable to support the fourth through eighth grade recommendation from the Thurston Woods Community Group.

Your Committee recommends that Thurston Woods Campus grade organization change from four-year-old kindergarten through grade three to four-year-old kindergarten through grade five (One additional grade shall be added each year until the grade reorganization is complete.); and that current Thurston Woods students who request a transfer be given an assignment preference to attend their attendance area school or a school within their region.

* * * * *

(ITEM 9) (DOC: 934454) The Superintendent advised your Committee that:

On July 23, 1993, a grievance arbitration award was issued directing the Milwaukee School District to compensate teachers at their full daily rate of pay for participation in the Equity 2000 inservice program.

The purpose of the inservice was to train teachers to provide algebra and geometry instruction in a manner which will enhance the likelihood of success for ninth and tenth graders who elect to attend college. Staff was provided a $100 daily stipend for voluntary participation in the program over two summers.

It is estimated that the cost to the School District will approximate $350,000. No funds were set aside in the 1993-1994 budget for settlement of this issue.

The Superintendent recommended that $350,000 be transferred from the school contingent fund to the appropriate accounts to provide the funding needed for final disposition of the award.

Your Committee forwards this item to the Board out of Committee without recommendation.

* * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent on the following matters. These reports have been made a part of the minutes of your Committee's meeting of November 11, 1993.

A. Statement of Revenues (DOC: 934445):
The Superintendent submitted the following Statement of Revenues for the month ending October 31, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$575,493,441	$0	$575,493,441	$38,644,028	$536,849,413	6.7%
Categorically Aided	55,657,430	3,456,789	59,114,219	6,248,292	52,865,927	10.6%
School Nutrition	23,921,082	0	23,921,082	3,589,895	20,331,187	15.0%
Construction	19,300,000	0	19,300,000	61,304	19,238,696	0.3%

Extension	6,291,015	0	6,291,015	304,615	5,986,400	4.8%

B. Statement of Expenses (DOC: 934445):

The Superintendent submitted the following Statement of Expenses for the month ending October 31, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension funds:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$575,493,441	$7,588,018	$583,081,459	$131,816,842	$451,264,617	22.6%
Categorically Aided	55,657,430	4,382,640	60,040,070	12,171,918	47,868,152	20.3%
School Nutrition	23,921,082	15,083	23,936,165	4,749,024	19,187,141	19.8%
Construction	19,300,000	5,359,027	24,659,027	8,129,931	16,529,096	33.0%
Extension	6,291,015	15,797	6,306,812	1,832,567	4,474,245	29.1%

(1) Represents Board approved transfers during the 1992-1993 fiscal year and appropriations for purchases encumbered in 1992-1993. The elimination of budgetary reductions planned for a three day shutdown of the district have not been incorporated into revised budget figures to date.
(2) Encumbrances and expenditures included through October 31, 1993 and payrolls through October 22, 1993.

C. Expenditure Control Report (DOC: 934446).

D. Report on Carryover Procedures (DOC: 934450).

* * * * *

Separate consideration having been requested of items 1 and 9, the balance of the report was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

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

Director De Bruin moved to lay the contract for ADA remodeling projects at the Exceptional Education and Supportive Services Center on the table until bids were let on the total ADA compliance program.

After discussion, Director De Bruin withdrew his motion to lay the contract on the table.

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

Ayes—7; Noes—0.

Item 9 of the report, relating to a fund transfer for the Equity 2000 arbitration award, having been set aside for separate consideration as it was reported out of Committee without recommendation, Director Small moved to adopt the Superintendent's original recommendation.

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

Ayes—7; Noes—0.

Director Mitchell requested unanimous consent to reconsider the vote by which item 9 was adopted.

There being no objection, the request was granted.

The question being on adoption of the superintendent's original recommendation, the motion prevailed, the vote being as follows:

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

Noes—Directors Mitchell and Sinicki—2.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs presented four 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 Panels of November 10, November 12, November 19 and November 22, 1993.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Interim Director of Governance Affairs presented the following communication:

Communication from Ana Garcia-Ashley regarding the transportation of four-year-old students.

Referred to the Finance and Facilities Committee.

RESOLUTIONS

By Director De Bruin:

WHEREAS, The level of violence in our city has in recent years increased both in frequency and severity; and

WHEREAS, MPS has an obligation to provide its students a safe environment while at school; and

WHEREAS, The failure of appropriate governmental units to assure the safety of children in the city can cause responsible children and their families to take steps for their own defense that should not be permitted in the schools; and

WHEREAS, MPS's current weapons policy was adopted January 29, 1986, before the recent increase in violence; and

WHEREAS, That policy provides a broad definition of what objects may constitute a weapon and specifies that possession of any such object "will" result in reassignment to an alternative school, giving up the right to attend school, or expulsion; and

WHEREAS, As implemented, and as stated in the student handbook, technical violations of this policy have appropriately been addressed through less severe sanctions; and

WHEREAS, MPS cannot address the safety of students on their way to and from school; and

WHEREAS, The Mayor's Task Force on Juvenile Violence, which issued its report in June, suggested only a few specific governmental actions designed to reduce juvenile violence and made no recommendations specifically as to how to improve the safety of students going to and coming from school; therefore, be it

RESOLVED, That MPS establish a task force to investigate ways to improve the safety of students on their way to and from school. This task force should be comprised of appropriate representatives of the state legislature, the City of Milwaukee, the County of Milwaukee, MPS, parents, high school students and middle school students, and others at the discretion of the Superintendent. If appropriate, the task force may comprise members of the Mayor's Task Force on Juvenile Violence. The task force should be charged to review the hazards faced by students in the community on their way to and from school, and to recommend steps to be taken by the appropriate governmental bodies to improve student safety on the way to and from school, including but not limited to, updating or modifying MPS policies.

Referred to the Committee on Personnel and Negotiations.

By Director De Bruin:

WHEREAS, One of the Board's goals is fiscal responsibility; and

WHEREAS, The Board cannot achieve this goal and use its resources efficiently and effectively if it does not have the necessary fiscal impact information to assist it in evaluating proposals submitted to it for action; and

WHEREAS, Matters that are brought before the Board for action often do not contain appropriate fiscal impact statements; and

WHEREAS, One of the Board's Strategic Objectives is to develop effectiveness measures so that informed decisions can be made about the allocation of resources for district programs, function and operations; and

WHEREAS, Current Board procedures permit matters to be brought to the Board for action without adequate information to permit informed decisions; and

WHEREAS, The Board is committed to reform its governance to improve the quality of its decisions; therefore, be it

RESOLVED, That the Board Rules be amended as follows:

RESOLUTIONS may be brought before the Board either at a meeting of the Board or at the meeting of a Board Committee. If a resolution is introduced at a Board meeting, it shall be automatically referred to Committee for consideration. A resolution may be introduced at a Committee meeting only if the resolution is placed on the agenda by Committee Chair at Chair's discretion or is sponsored by two or more Board members.

ITEMS AND RESOLUTIONS: All items brought before the Board for action, whether originated by the administration or by Board members, must be accompanied by the following information before Committee consideration and before any Board consideration (but not before introduction at a Board meeting).

Statement regarding compatibility with Strategic Plan.

Reference to statute, MPS Policy or Board Rule sections implicated.

Fiscal Impact Statement prepared by the Budget Office (including workload impact analysis).

Implementation and Assessment Plan.

Superintendent's analysis (and recommendation for items originating with the administration).

Referred to the Committee on Legislation and Rules.

The Board adjourned at 9:10 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	422	416		2	673	14	85	55	9		838
K3	437	306		7	459	41	50	165	21		743
PK	40	17			45	1	2	9			57
K4	2147	2005		39	2262	189	423	1158	81		4152
K5	4318	4053		90	4926	361	952	1895	146	1	8371
01	4962	4609		112	5890	347	1065	2016	140	1	9571
02	4376	4190		96	5187	372	915	1891	104	1	8566
03	4201	3989		87	4903	321	905	1872	102		8190
04	4059	3882		91	4729	339	866	1833	83		7941
05	3979	3827		78	4652	327	894	1771	84		7806
06	3842	3572		92	4412	301	792	1731	86		7414
07	3779	3501		85	4419	268	787	1657	64		7280
08	3597	3573		98	4313	243	766	1682	68		7170
09	4197	4238		117	5020	231	1007	1992	68		8435
10	3287	3363		85	3758	204	732	1812	59		6650
11	2435	2688		62	2698	181	495	1632	54	1	5123
12	1842	1975		45	1846	165	364	1354	43		3817
13	5							5			5
Invalid	1						1				1
TOTAL	51926	50204		1186	60192	3905	11101	24530	1212	4	102130

Total Active Detached..... 53 (Included above) Total Suburban Transfers—5874
Total Inactive..... 776 (Not included above)

Brown Deer	168	Glendale/River	117	Mequon-Thiensville	202	St. Francis	147
Cudahy	273	Hills	255	New Berlin	117	Wauwatosa	836
Elmbrook	292	Greendale	305	Nicolet	152	West Allis	336
Fox Point	133	Greenfield	74	Oak Creek	318	Whitefish Bay	409
Franklin	387	Hamilton	82	Shorewood	292	Whitnall	267
Germantown	42	MapleDale-IndianHil	331	South Milwaukee	339		
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1611	78.7	118.0	6.0	Milwaukee Tech	1791	80.8	121.0	4.0
Custer	1169	77.2	92.0	5.0	North Division	912	70.8	84.0	4.0
Hamilton	1805	83.7	124.0	5.0	Pulaski	1501	74.6	103.0	5.0
Juneau	868	84.4	67.0	3.0	Riverside	1420	84.6	103.0	5.0
King	1226	90.0	72.0	4.0	South Division	1815	76.0	160.0	5.0
Madison	1219	76.9	96.0	5.0	Vincent	1354	74.5	94.0	5.0
Marshall	1237	88.6	96.0	5.0	Washington	1619	76.9	130.0	5.0
MHSA	842	90.5	64.0	3.0	TOTAL	20389	80.2	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	962	89.8	71.0	4.0	Muir	925	88.8	78.0	4.0
Bell	904	87.1	71.0	3.0	Parkman	582	85.5	45.0	4.0
Burroughs	926	89.7	74.0	4.0	Robinson	526	93.0	42.0	2.0
Edison	798	88.1	75.0	3.0	Roosevelt	634	92.5	47.0	3.0
Fritsche	988	91.4	85.0	4.0	Sarah Scott	643	89.4	52.0	3.0
Grand Avenue	645	89.5	66.0	3.0	Sholes	871	88.4	75.0	3.0
Kosciuszko	738	82.8	82.0	4.0	Steuben	925	90.1	70.0	4.0
Lincoln	653	85.2	47.0	3.0	Walker	849	84.7	71.0	3.0
Malcolm X	614	81.4	55.0	4.0	Webster	990	88.6	76.0	4.0
Acad	794	88.9	64.0	3.0	Wright	768	91.9	63.0	3.0
Milw.Ed.Center	1134	93.4	77.0	4.0	TOTAL	16869	88.8	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	398	90.7	20.0	1.0	Humboldt Park	605	93.2	49.0	2.0
Allen Field	1018	91.5	85.0	2.0	Irving	663	90.9	51.0	2.0
Auer	606	91.0	58.0	2.0	Kagel	356	93.4	45.0	2.0
Barton	567	94.1	33.0	3.0	Keefe Av.	629	90.1	58.0	2.0
Brown Street	547	92.1	72.0	3.0	Kilbourn	428	90.7	40.0	1.0
Browning	421	90.2	34.0	1.0	Kluge	581	91.3	47.0	2.0
Bruce	558	91.5	38.0	2.0	LaFollette	650	91.3	61.0	2.0
Bryant	623	90.9	39.0	3.0	Lancaster	586	92.1	35.0	2.0
Burbank	567	92.9	32.0	2.0	Lee	623	90.8	57.0	2.0
Burdick	485	89.7	40.0	1.0	Lincoln Av.	655	91.1	43.0	2.0
Carleton	471	92.8	29.0	2.0	Lloyd St.	558	93.9	43.0	2.0
Cass	627	89.1	50.0	2.0	Longfellow	644	93.6	44.0	2.0
Clarke	504	91.1	51.0	2.0	Lowell	300	91.5	17.0	1.0
Clemens	439	93.7	34.0	1.0	MacDowell	529	93.0	45.0	1.0
Clement	437	92.5	31.0	1.0	Manitoba	382	94.5	39.0	2.0
Congress	476	94.2	30.0	1.0	Maple Tree	517	91.9	30.0	2.0
Cooper	404	90.1	27.0	1.0	Maryland Av.	343	92.9	27.0	2.0
Curtin	350	92.4	24.0	1.0	McNair	283	88.6	23.0	1.0
Doerfler	676	92.1	37.0	2.0	Meir	239	96.1	19.0	1.0
Douglass	300	88.9	23.0	1.0	Milw.Im.French	393	93.5	29.0	1.0
Dover	610	89.2	39.0	2.0	Milw.Im.German	552	93.4	42.0	2.0
Dr. King	544	91.8	57.0	2.0	Milw.Im.Spanish	522	93.9	40.0	1.0
Eighty-first	463	92.8	25.0	1.0	Mitchell	756	92.2	50.0	2.0
Elm	562	95.2	42.0	1.0	Morgandale	622	93.7	49.0	1.0
Emerson	286	93.3	22.0	1.0	Multilingual	365	91.0	41.0	1.0
Engleburg	521	93.1	37.0	2.0	Neeskara	419	93.7	31.0	1.0
Fairview	563	91.8	54.0	2.0	Ninety-fifth	325	93.9	24.0	1.0
Fernwood	440	88.5	30.0	2.0	Palmer	604	87.2	60.0	2.0
Fifty-third	401	94.8	27.0	1.0	Parkview	408	95.0	27.0	1.0
Forest Home	948	92.0	80.0	3.0	Phillip	347	93.2	29.0	1.0
Franklin	615	92.7	61.0	2.0	Pierce	570	91.7	69.0	2.0
Fratney	370	94.1	34.0	1.0	Riley	676	92.2	53.0	2.0
Gaenslen	716	86.3	76.0	2.0	River Trail	349	91.7	20.0	1.0
Garden Homes	498	92.3	46.0	2.0	Seventy-eighth	554	91.2	44.0	2.0
Garfield	436	94.5	34.0	1.0	Sherman	585	92.1	31.0	2.0
Garland	359	90.4	20.0	1.0	Siefert	612	91.0	54.0	2.0
Goodrich	440	93.4	25.0	2.0	Silver Spring	383	92.5	29.0	1.0
Grant	591	92.9	36.0	2.0	Sixty-fifth	387	91.4	27.0	1.0
Grantosa	634	92.5	44.0	2.0	Starms	385	91.5	41.0	1.0
Granville	402	93.2	31.0	2.0	Story	502	93.7	49.0	2.0
Green Bay Av.	554	93.3	62.0	2.0	Stuart	333	93.8	24.0	1.0
Greenfield	384	93.8	34.0	1.0	Thirty-eighth	572	93.0	39.0	2.0
Hampton	585	92.4	39.0	3.0	Thirty-fifth	357	92.2	22.0	1.0
Happy Hill	492	91.3	29.0	2.0	Thirty-first	529	94.7	42.0	1.0
Hartford	628	92.1	34.0	2.0	Thirty-seventh	531	85.8	54.0	2.0
Hawley	334	92.9	23.0	1.0	Thoreau	717	92.6	49.0	2.0
Hawthorne	361	92.4	27.0	1.0	Thurston Woods	345	92.3	29.0	1.0
Hi-Mount	466	92.0	29.0	1.0	Tippecanoe	245	91.8	16.0	1.0
Holmes	738	88.4	81.0	2.0	Townsend	520	94.7	36.0	1.0
Honey Creek	345	92.9	29.0	1.0	Trowbridge	357	89.8	32.0	1.0
Hopkins	770	89.7	71.0	2.0	Twenty-first	589	93.3	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	660	90.8	65.0	2.0	Whitman	401	91.6	35.0	1.0
Urban Waldorf	298	92.6	24.0	1.0	Whittier	213	94.5	10.0	1.0
Victory	479	94.2	37.0	2.0	Wisconsin Av.	696	93.6	56.0	3.0
Vieau	637	92.4	61.0	2.0	Zablocki	619	92.2	44.0	2.0
Wheatley	707	90.8	67.0	2.0	TOTAL	56222	92.0	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	53	81.1	1.0	1.0	Manitoba Ortho.	111	86.9	4.0	.0
Craig	131	64.7	30.0	.0	Phoenix Alt. HS	180	63.4	9.0	1.0
Hayes	103	65.7	30.0	1.0	Pleasant View	101	75.5	17.0	1.0
Kilmer	322	83.5	22.0	1.0	Sixty-eighth	193	78.3	16.0	1.0
Lady Pitts	212	70.3	30.0	1.0	Stay	104	68.6	10.0	1.0
Lapham Park	81	77.2	17.0	1.0	Commun. Based	1070		0	.0
Lavarnway	15	92.2	0	1.0	TOTAL	2676	74.7	186.0	10.0
					MPS TOTAL	96156	88.5	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	38	1	2353	31	32	0	415	6	871	24	37	2	3746	64	3810
Emotion. Dist.	29	1	1346	43	2	0	105	5	432	21	24	2	1938	72	2010
Autistic	0	0	77	6	1	0	4	1	44	1	1	0	127	8	135
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	32	49	1	0	7	6	11	39	0	1	52	95	147
Physically Hdcp.	4	0	346	58	17	2	69	8	205	31	8	2	649	101	750
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	104	25	19	2	23	8	87	18	8	0	244	53	297
Mentally Ret.	12	3	1497	229	17	10	163	26	358	101	15	2	2062	371	2433
Speech/Languag	40	19	2239	1441	48	48	336	258	988	684	40	38	3691	2488	6179
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	127	24	7994	1882	137	62	1122	318	2996	919	133	47	12509	3252	15761
Ethnic Totals	151		9876		199		1440		3915		180		15761		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 1, 1993

Special meeting of the Board of School Directors called to order by President Bills at 8:05 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki and President Bills—5.

Absent and excused—Directors Johnson, Mitchell and Small—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

November 29, 1993

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 8:00 PM, Wednesday, December 1, 1993 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki 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, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board retired to executive session at 8:07 PM.

The Board adjourned from executive session at 9:38 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 1993

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

Present—Directors De Bruin, Johnson (6:20 PM), Lucey, O'Neil, Small (6:08 PM) and President Bills—7.

Absent and excused—Director Sinicki—1.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

December 6, 1993

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, December 7, 1993, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent and possibly taking action relative to the performance evaluation.

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 and may reconvene in open session for possible action relative to the terms of employment of the Superintendent.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell 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, Lucey, Mitchell, O'Neil and President Bills—5.

Noes—None.

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

The Board adjourned from executive session at 9:20 PM.

ROBERT J. LAWRENCE

Acting Assistant to the Director
of Governance Affairs

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 8, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:29 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

December 6, 1993

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 8, 1993 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and providing administration directives regarding the 1994-1995 budget, including, but not limited to, parameters for the development of the budget.

The Board may resolve itself into a Committee of the Whole in order to consider these matters and, upon rising from the Committee of the Whole, consider and possibly take action regarding recommendations formulated by the Committee of the Whole with respect to the development of the 1994-1995 budget.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 8:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Lucey moved that the Board resolve itself into a Committee of the Whole for the purpose of for the purpose of discussing and providing administration directives regarding the 1994-1995 budget, including, but not limited to, parameters for the development of the budget.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:31 PM.

The Board rose from the Committee of the Whole at 9:07 PM.

Director Lucey, who chaired the Committee of the Whole, presented the following report for the Committee:

REPORT OF THE COMMITTEE OF THE WHOLE

The following guidelines are recommended for adoption by the Budget Committee ("the Committee") to govern its deliberations on the Milwaukee Public Schools' 1994-95 Fiscal Year Budget:

1. Timeline for preparation of the Committee's recommendation to the Board of School Directors:

12/8/93	Initial discussion of budget initiatives and adoption of guidelines regarding process and format.
12-14-93	Strategic initiatives and fiscal overview. 1. Taxpayer profile and student profile. 2. Revenue, operating cost and enrollment projections. 3. Review of various initiatives. 4. Adoption of 1994-95 budget initiatives.
12/15/93 to 2/28/94	Administration develops budget proposal.
2/28/94	Superintendent presents budget proposal.
3/2/94 & 3/3/94	Information sessions on details of Superintendent's proposed budget.
3/9/94	Public hearing on Superintendent's budget.
3/21/94	Possible additional public hearing.
3/23/94	Work session (board members ask questions).
3/29/94	Work session (responses to questions).
3/31/94	Budget Committee adoption.
4/14/94	Public hearing on Budget Committee's budget.
4/21/94	Board meeting to adopt final 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.

2. 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 materials at the meeting, unless such failure is waived by a majority of the members of the Committee.

3. For purposes of the December 14, 1993 meeting only, Committee members may present proposals for additional initiatives to be addressed in the development of the Superintendent's recommended budget by submitting them in writing to the Office of Governance Affairs by 12:00 Noon on

December 13, 1993. Any such proposals will then be promptly forwarded to the Superintendent and to members of the Committee.

4. Initiatives adopted by the Committee at its December 14, 1993 meeting will be analyzed by the Superintendent during his budget preparation process and developed as detailed budget proposals to be presented to the Committee along with his recommended budget. In his sole discretion, the Superintendent may choose to adopt any, all or none of the Committee's adopted initiatives in his budget recommendation, but shall provide detailed budget proposals for all Committee-adopted initiatives, whether he recommends their inclusion in the budget or not.

Director De Bruin moved to adopt the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

The Board adjorrned at 9:08 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director
of Governance Affairs

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 8, 1993

Special meeting of the Board of School Directors called to order by President Bills at 9:10 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Absent and excused—Director O'Neil—1.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

December 6, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, December 8, 1993 At 8:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications for the position of Director of Governance Affairs.

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

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Lucey moved that the Board retire to executive session for the purpose of reviewing applications for the position of Director of Governance Affairs.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

The Board retired to executive session at 9:12 PM.

The Board adjourned from executive session at 10:30 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director
of Governance Affairs

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 14, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:07 PM.

Present—Directors De Bruin, Johnson (6:15 PM), Lucey, Mitchell, O'Neil, Small (6:09 PM) and President Bills—7.

Absent and excused—Director Sinicki—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

December 10, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 5:45 PM, Tuesday, December 14, 1993, 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 following items of business:

1) A Communication from the Superintendent recommending the award of contracts for a) the development of a relational data base and middle school student management system; and b) asbestos abatement work at Lincoln Middle School to be completed during the winter recess.

2) Student expulsion orders of the Independent Hearing Panel of the Board of School Directors issued between November 23, 1993 and December 7, 1993, inclusive.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

SUPERINTENDENT'S COMMUNICATION

December 14, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

The following reports and recommendations are submitted for your consideration and determination. They are being submitted directly to the Board rather than to the Committee on Finance and Facilities since action is needed prior to the next regular Board meeting on January 5, 1994.

(ITEM 1) APPROVAL OF A CONTRACT WITH SOFTWARE AG TO PURCHASE A RELATIONAL DATA BASE MANAGEMENT SYSTEM AND A MIDDLE SCHOOL STUDENT MANAGEMENT SYSTEM

Pertinent Facts:

1. The 1993-1994 MPS budget allocated $1.6 million to address critical technology needs of the District. Two of the projects identified in the Critical Technology Plan were the purchase of a

Relational Data Base Management System (RDBMS), and the upgrade of the middle schools student management system (5280 system). The amount budgeted for these two projects is $656,000.

2. A chronology of the procurement process is listed below:

   December, 1992: MPS enters into contract with Kerry Consulting Group (KCG) to develop a Request For Proposal (RFP) for the RDBMS and 5280 system projects.

   February, 1993: RFP's distributed to over forty (40) vendors.

   March, 1993: Proposals from seven (7) vendors received. Three (3) proposals were rejected for failing to meet RFP requirements.

   March–May, 1993: MPS enters into a contract with Kerry Consulting Group to perform an initial evaluation of the remaining four (4) proposals. KCG's evaluation focused on each proposal's ability to meet the criteria outlined in the RFP. KCG identified three (3) vendors for further consideration: BDM, EduQuest, and Software AG. Software AG received the highest evaluation score for this initial evaluation.

   June–October, 1993: An evaluation team from MPS was established to review the remaining three proposals. The team members are: Bill Andrekopoulos, Aquine Jackson, Joe Kmoch, Spence Korte, Stan Pauli, George Rennicke, Bill Shimek, and Mike Turza. The team hosted presentations by all three vendors, conducted site visits (where available), and traveled to Cherry Creek, Colorado to review a K-12 application. The evaluation team unanimously selected Software AG.

   November–December, 1993: Contract negotiations with Software AG in progress. Tentative approval by the Executive Technology Review Committee (ETRC). Total cost of the two projects is $654,000.

3. The Request For Proposal included a M/W/DBE Utilization requirement. Twenty percent (20%) of the total dollar amount exclusive of software and hardware licenses through M/W/DBE subcontractor participation was mandatory. Software AG is partnering with TDF Corporation, a certified minority business. TDF Corporation is a women and hispanic-owned enterprise. TDF Corporation's contribution to the project will be approximately twenty-three percent (23%).

Recommendation

That the District enter into a contract with Software AG for a Relational Data Base Management System and a middle school student management system at a cost of $654,000.

* * * * *

(ITEM 2) AWARD OF CONTRACT FOR ASBESTOS AND LEAD PAINT ABATEMENT AT LINCOLN MIDDLE SCHOOL OF THE ARTS

The Superintendent recommends the following contract awards. Bid analyses are attached.

ASBESTOS AND LEAD PAINT ABATEMENT
Lincoln Middle School of the Arts

Phase 1
Robinson Brothers Environmental, Inc., low bidder, base bid of $107,334

Phases 2 and 4
Schauer & Associates, Inc., low bidder, base bid of $20,330 for
Phase 2 and base bid of $81,737 for Phase 4, for a total contract of $102,067

* * * * *

With regard to Item 1 of the Superintendent's communication, Director Lucey moved that the District enter into a contract with Software AG for a Relational Data Base Management System and a middle school student management system at a cost of $654,000.

The motion prevailed, the vote being as follows:

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

Noes—None.

With regard to Item 2 of the superintendent's communication, Director Small moved to approve the Superintendent's recommendation for award of the contracts.

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

Ayes—7; Noes—0.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs presented six 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 Panels of December 1 at 9:00 AM and 2:30 PM; December 2 at 10:00 AM and 2:00 PM; and December 7, 1993 at 10:00 AM and 2:30 PM.

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

Ayes—7; Noes—0.

The Board adjourned at 7:00 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 14, 1993

Special meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell, O'Neil, Small and President Bills—7.

Absent and excused—Director Sinicki—1.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

December 10, 1993

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, December 14, 1993, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent and possibly taking action relative to the performance evaluation.

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 and may reconvene in open session for possible action relative to the terms of employment of the Superintendent.

This meeting immediately precedes a meeting of the Budget Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell 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, Mitchell, O'Neil, Small and President Bills—7.

Noes—None.

The Board retired to executive session at 7:02 PM.

The Board adjourned from executive session at 7:46 PM.

RONALD J. VAVRIK
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 15, 1993

Special meeting of the Board of School Directors called to order by President Bills at 6:09 PM.

Present—Directors De Bruin, Johnson (6:22 PM), Lucey, O'Neil, Small and President Bills—6.

Absent and excused—Directors Mitchell and Sinicki—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs read the following call of the meeting:

December 10, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held on Wednesday, December 15, 1993 AT 5:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters.

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

This meeting immediately precedes the monthly meeting of the Instruction and Community Relations Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session for the purpose of discussing litigation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 7:45 PM.

RONALD J. VAVRIK

Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 5, 1994

Regular (December) meeting of the Board of School Directors called to order by President Bills at 8:18 PM.

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

Absent—None.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of November 8 at 5:30 and 7:00 PM; November 9; and November 11; and the regular Board meeting of November 22, 1993 were approved as printed.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the City Comptroller regarding exploration of cooperative efforts in the use of computer technology.

Referred to the Committee on Finance and Facilities.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

January 5, 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 Ms. Wendy Weiner, science teacher at Parkview Elementary School.

Ms. Weiner was selected a one of four Wisconsin teachers among 216 nationwide to receive the Presidential Award for Excellence in Science and Mathematics Teaching. The Presidential Awards program recognizes elementary and secondary teachers for their commitment and dedication to nurturing student interest in science and mathematics. As a national winner, Ms. Weiner will receive a $7,500 grant to supplement Parkview School's science budget. Ms. Weiner will travel to Washington, D. C. for a series of recognition events, including an award ceremony with President Bill Clinton.

All in the Milwaukee Public Schools and the entire school community extend hearty congratulations to Ms. Weiner on her prestigious award.

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

January 5, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Letter of claim from Mr. Francisco Camacho requesting payment of medical expenses for services rendered to him due to an injury which he sustained in approximate location of Congress Elementary School on August 18, 1993.

   Claim is made for the total of medical expenses incurred plus $1,000 for pain and suffering.

2. Claim for damages filed against the City of Milwaukee School Board, by Mr., James A. Hiller, attorney, on behalf of Stephen Roawn, a minor, and his mother, Doris Roawn, for injuries allegedly sustained by Stephen Roawn at the Lincoln Middle School of the Arts on April 2, 1993.

   Claim is made in the sum of $2,000.

Wausau Insurance Companies, which is the third party administrator which currently handles the liability claims filed against the district, has requested that the above-mentioned claims be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.668 and 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.

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachments

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

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

Noes—None.

(Item 3)

January 5, 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 on non-reappointment by the Superintendent of a probationary employee, serves to terminate that probationary employee’s employment in this 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 names of probationary employees I will not nominate for reappointment:

Name	Present Position
Robert Griffin	Principal
Hector Perez-Laboy	Principal
Mary Chapman	Assistant Principal
Mark Silverstein	Assistant Principal

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 4)

January 5, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

I submit to you the Comprehensive Annual Financial Report of the Milwaukee Public Schools for the year ended June 30, 1993.

Responsibility for both the accuracy of the data and the completeness and fairness of presentation, including all disclosures, rests with the District. To the best of our knowledge and belief, the information presented is accurate in all material respects and is reported in a manner designed to present fairly the financial position and results of operations of the various funds and account groups of the Milwaukee Public Schools. An overview of this report is presented within the transmittal letter, on pages 3 through 10.

The Government Finance Officers Association of the United States and Canada (GFOA) awarded Milwaukee Public Schools the Certificate of Achievement for Excellence in Financial Reporting for its Comprehensive Annual Financial Report for the fiscal year ended June 30, 1992. This certificate is awarded to government units whose annual financial reports achieve the highest standards in government accounting and financial reporting. We believe our current report continues to conform to program requirements and we have submitted it to the GFOA to determine eligibility for another certificate.

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachments

Received and ordered placed on file.

SPECIAL ORDER OF BUSINESS

At the request of the Chair, the following resolution was taken up:

By Directors Bills, De Bruin, Mitchell, O'Neil, Sinicki and Small:

WHEREAS, The Milwaukee Public Schools' primary focus and purpose is the education of the 100,000 children it serves each day; and

WHEREAS, The increasing level of violence in our community has an impact on the students who attend our schools and how dollars are allocated and budgeted; and

WHEREAS, The Milwaukee Public Schools is spending an increasing amount of budget dollars on school safety, with the budget of the Division of School Safety increasing by approximately 25% from the 1991-92 budget to the 1993-94 budget to provide increased security to staff and students; and

WHEREAS, School Psychological Services, School Social Work Services, the Office of Crisis Prevention/Intervention, and other departments are creating and expanding violence prevention programs such as Peer Mediation, Keep it Cool, Second Step, CHANGE, and the Gangbusters Program; and

WHEREAS, In numerous MPS schools such as Washington High School and 38th Street School, students and staff are developing and implementing programs that promote peace; and

WHEREAS, Despite the efforts of our schools and staff, students are becoming victims of violence at an alarming rate in Milwaukee's neighborhoods; and

WHEREAS, From December 1992 to December 1993, 15 MPS students have been murdered in Milwaukee: Nicole Randall, 17; Charles Monroe Brenson, 15; Jeffrey Griffen, 15; Eric Lathan, 15; Donald Lorenzana, 14; Kendra Miles, 15; Austin Simmons, 17; Monte Fuller, 12; Danielle Linton, 15; Charlene Dvorak, 15; Shanell Dietrich, 12; Kizzy Holt, 14; Ayshia Lewis, 13; Frank Cook, 17; and Patricia Simmons, 13; and

WHEREAS, An unknown number of other MPS students are victims of violence or witness the effects of violence in their daily lives; now therefore be it

RESOLVED, That the Milwaukee Board of School Directors join with the MPS administration in declaring January 10, 1994 through January 17, 1994 Schools Against Violence Week; and be it

FURTHER RESOLVED, That the names of MPS students killed in Milwaukee from December 1992 through December 1993 be read into the record of this Board of School Directors meeting to be followed by a moment of silence; and be it

FURTHER RESOLVED, That the names of murdered MPS students be read into the official record of the monthly meetings of the Milwaukee Board of School Directors followed by a moment of silence until this community takes action to stop the violence killing children.

Director De Bruin moved to suspend Board Rules in order to consider the resolution.

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

Ayes—8; Noes—0.

Director Small moved adoption of the resolution.

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

Ayes—8; Noes—0.

Whereupon, the Board observed a moment of silence in memory of the MPS students killed in Milwaukee from December 1992 to December 1993.

COMMUNICATIONS FROM THE INTERIM DIRECTOR OF GOVERNANCE AFFAIRS

(Item 1)

January 5, 1994

TO THE BOARD OF SCHOOL DIRECTORS;

On behalf of the Milwaukee Board of School directors, the Office of Governance Affairs 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 1992-93 school year, the Superintendent's salary be increased effective July 1, 1992 by 2.5% and again increased effective January 1, 1993 by 2.5%.

•For the 1993-94 school year, the Superintendent's salary will be increased, effective July 1, 1993, by an amount equal to the maximum salary increase allowable pursuant to sec. 118.245 (3), Stats.

•For the school year ended June 30, 1995, the contract will be renewed and the Superintendent will be allowed to restructure his benefits in a manner which would not exceed the current level of Board paid benefits provided to the Superintendent as detailed in the current contract. Any salary increase for the school year ended June 30, 1995 will be determined and based on the Superintendent's evaluation of that same year.

A copy of the addendum to the Superintendent's contract agreement as prepared by the City Attorney is being provided to the Board under separate cover. it is recommended that the Board ratify the addendum to the Superintendent's employment agreement.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved to ratify the addendum to the Superintendent's employment contract.

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

Ayes—8; Noes—0.

(Item 2)

January 5, 1994

TO THE BOARD OF SCHOOL DIRECTORS;

At its October, 1993 Board meeting, the Board adopted a recommendation from the Superintendent that changes in salaries and fringe benefits of general application be extended to all certificated and classified personnel excluded from membership in AFSCME Local 1053 (secretaries) and the Administrators' and Supervisors' Council. Cabinet level personnel were to receive performance and merit increases at the discretion of the Superintendent from a pool of money generated by the negotiated salary increases.

The November 2, 1993 action applied only to staff members that report to the Superintendent. No provision has been made to extend the salary and fringe benefits changes to the Board staff.

I am therefore recommending that changes in salaries and fringe benefits of general application as detailed in the attached summary documents be extended to all Board staff.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved to concur in the recommendation of the Interim Director of Governance Affairs/Board Clerk.

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

Ayes—8; Noes—0.

(Item 3)

January 5, 1994

TO THE BOARD OF SCHOOL DIRECTORS;

Please be advised that it is necessary for the Board to appoint a member of the Board to serve as a member on the Wisconsin Association of School Boards' board for a three-year term ending January, 1997.

It is recommended that the Board nominate and appoint a Board member to serve as a member on the Wisconsin Association of School Boards' board.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Johnson moved to nominate and appoint Director O'Neil to the Board of the Wisconsin Association of School Boards.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

Voting "present"—Director O'Neil—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of November 1 through November 30, 1993 covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 7908 to 9958 to, inclusive

Payrolls (net of withholdings)	$16,882,227.19
Accounts	$38,011,881.68
	$54,894,108.87

CONSTRUCTION FUND

Accounts, Voucher Nos. 545 to 653 to, inclusive

Accounts $678,398.93

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 364 to 446, inclusive

Payrolls (net of withholdings)	$203,542.25
Accounts	$170,927.61
	$374,469.86

TOTAL $55,946,977.66

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being as follows:

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) (DOC: 934466) 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 and changes in status. Your Committee recommends that these appointments, promotions, and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Darryl Farmer Siefert	School Safety Assistant $14,002.56/yr. (New position)	10-18-93
Priscilla Garcia Multilingual/Multicultural	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	11-29-93
Antoinette Junemann Lloyd	Clerk Typist I $12,551.33/yr. (Replacement for leave)	11-11-93
Linda Kartye	Account Clerk I	12-20-93

Finance	$24,798.80/yr. (Replacement for resignation)

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, cont'd	
Terri Smith EESSC	Clerk Typist I $15,138.50/yr. (Replacement for transfer)	12-06-93
Nicole Winters Student Services	Clerk Typist I $15,138.50/yr. (New position)	11-23-93
	PROMOTIONS	
Victoria Badzinski MacDowell	Food Service Manager II $12,666.91/yr.	11-09-93
Kay Castillo Finance	Clerical Mentor Trainer $25,744.16/yr.	11-22-93
Sharon Dudek 95th	Food Service Manager I $11,806.56/yr.	11-22-93
Sandra Echols 37th	School Secretary I $14,356.89/yr.	11-09-93
Bridget Fann 38th	School Secretary I $14,356.89/yr.	12-06-93
Salvatore Gagliano North Division	Food Service Manager I $11,806.56/yr.	11-22-93
Lynn Jazwiecki Lincoln Middle	Food Service Manager I $12,394.20/yr.	11-09-93
Barbara Klapka Kilmer	School Secretary I $8.97/hr.($7,176.00/yr.)	11-22-93
Jody Krieger Robinson	Food Service Manager II $12,864.91/yr.	12-03-93
Karen Lorbeske Fernwood	Food Service Manager II $12,877.43/yr.	11-22-93
Beth Love Douglass	Food Service Manager I $11,806.56/yr.	11-22-93
Mary Morgan Starms	Food Service Manager I $11,806.56/yr.	11-22-93
Sheila Nelson Lloyd	Food Service Manager I $11,806.56/yr.	11-22-93
Susan Sayers Clement	School Secretary I $14,356.89/yr.	11-09-93
Patricia Schubert	School Secretary I	11-09-93

Thurston Woods	$14,356.89/yr.

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS	
Luana Dembiec Fairview	Handicapped Children's Asst. $10,168.20/yr.	11-09-93
Theresa Lipuma Phoenix Alternative	School Secretary I $14,356.89/yr.	11-22-93
Dante Phillips McNair	Handicapped Children's Asst. $10,168.20/yr.	11-01-93
Mildred Rodriguez Community Relations	School Safety Assistant $19,468.80/yr.	10-11-93
Cynthia Voelz Juneau	Clerk Typist I $12,551.33/yr.	11-15-93

* * * * *

(ITEM 2) (DOC: 934467) 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 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 7, 1993, and September 17, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Anne M. Hebert Reading Resource	B	26,555	2	09-07-93
	Effective between September 20, 1993, and September 30, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Kristin Leguizamon Elementary	BB	27,883	2	09-27-93
(nr)	Michael H. McClure Elementary	B	24,141	0	09-28-93
	Effective between October 1, 1993, and October 13, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Laurie J. Kulas Grades 6 & 7	B	24,141	0	10-04-93
(r)	James D. Morgan E. D.	B	32,590	7	10-05-93
(r)	Wendy A. Banas Upper Elementary	B	24,141	0	10-11-93

CERTIFICATED APPOINTMENTS, continued

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between October 14, 1993, and October 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Paul V. Jarvis Upper Elem./Social Studies	B	25,348	1	10-18-93
(r)	Diane M. Ritchie Reading	B	25,348	1	10-25-93
(r)	Cornelius L. Whiteside E. D.	B	24,141	0	10-25-93
Effective between October 27, 1993, and November 8, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Julie A. Frank Speech Pathologist	C	30,007	2	11-01-93
(r)	Adriana S. Galvan Bilingual English/Reading	B	24,141	0	11-02-93
(r)(b)	Arthur L. Gosselin E. D.	BB	36,755	12	11-02-93
(r)	Carol A. Foster Speech Pathologist	C	27,279	0	11-08-93
(nr)	Leon A. Sagadin Plumbing	A	30,961	7	11-08-93
(r)	Daniel R. Snyder Social Studies/Reading	B	27,762	3	11-08-93
(nr)	Rosalie M. Yanacheck Head Start	B	24,141	0	11-08-93
Effective between November 9, 1993, and November 19, 1993, inclusive:					
(r)(b)	Calvin E. Matthew, Jr. Physical Education	B	30,176	5	11-09-93
(nr)	Celene A. Girtler Kindergarten	B	25,348	1	11-15-93
(r)	Kathleen M. Lacy E. D.	B	24,141	0	11-15-93

CERTIFICATED APPOINTMENTS, continued

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Fred D. Sanders Industrial Arts	B	24,141	0	11-15-93
(r)	Jacob I. Slodki Upper Elementary/Science	B	24,141	0	11-15-93
(r)	Rebecca S. Cochran Head Start	B	24,141	0	11-18-93

Effective between November 22, 1993, and December 3, 1993, inclusive:

(r)	Ernest L. DiDomizio E. D.	B	24,141	0	11-22-93
(r)	Rebecca C. Lehn C. D.	B	24,141	0	11-23-93
(nr)	Jaimie A. Muth Elementary	B	24,141	0	11-24-93
(r)	Ivette Aponte Bilingual Science	BB	25,348	0	11-29-93
(nr)	Glen S. Copper English	B	24,141	0	11-29-93
(nr)	James A. Wilson, Jr. Music/Instrumental	B	26,555	2	11-29-93

School Social Workers - Schedule 02

Effective between November 22, 1993, and December 3, 1993, inclusive:

(r)(b)	Barbara A. Archia (.8)		258.83/Day	8	11-22-93

(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) (DOC: 934468) 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:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Jaclyn Laber	Principal Dover Street Elementary School	Schedule III, Range 13D $59,118
(r)	Alystine Calloway	Principal Green Bay Avenue Elementary School	Schedule III, Range 13D $58,817
(r)	Pamela Frey	Principal Tippecanoe School for the Humanities	Schedule III, Range 13D $55,832
(r)	Bridget Araujo	Principal Whittier Elementary School	Schedule III, Range 12D $42,883
(nr)	Sandra Dickerson	K-12 Curriculum Specialist English/Language Arts	Schedule III, Range 11A $64,000
(nr)	Marjorie Larson	Accounts Payable Supervisor Department of Finance	Schedule III, Range 3A $35,500

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 4) (DOC: 934469) Your Committee recommends that the following leaves of absence and curtailments of leave be, and they hereby are, granted effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1994:

Geraldine Collins	Multilingual/Multicultural	October 21, 1993

Personal Leave, to June 1994:

Rebecca Brynelson	Steuben	December 18, 1993
Tina Karnes	Twenty-first Street	December 3, 1993
Juan Lugo	Fratney	August, 1993
Maria Santiago	Fratney	August, 1993

Personal Leave, to September 1, 1994:

Helena Curtain	Elem. & Sec. Education	October 18, 1993

Personal Leave, to January, 1995:

Anne McArdle	Burdick	January 3, 1994

Sabbatical Leave, to June, 1994:

Jeanette Guernsey	Neeskara	January, 1994

LEAVES OF ABSENCE, cont'd

Sabbatical Leave, to January, 1995:

Jane Haas	Garden Homes	January, 1994
Paul Jelenchick	Vincent	January, 1994

Study Leave, to June, 1994:

Heidi Huenink	Honey Creek	January, 1994

Extension of Leave for Illness, to June, 1994:

Sylvia Gonzalez	On Leave	August, 1993
Lynn Warsaw	On Leave	August, 1993

Extension of Leave for Maternity, to June, 1994:

Karen Coleman	On Leave	January, 1994
Laura Hartnett-Weiner	On Leave	January, 1994
Susan Johnson	On Leave	January, 1994
Mary Kay Waldman	On Leave	January, 1994

Extension of Leave for Maternity, to January, 1995:

Clare Sydnor	On Leave	January, 1994

Extension of Leave for Personal, to June, 1994:

Ann Schneider	On Leave	August, 1993
Christi Weiland	On Leave	January, 1994

Extension of Leave for Personal, to January, 1995:

Margaret Guerin	On Leave	January, 1994
Valorie Olson	On Leave	January, 1994

Leaves of Absence, continued

Extension of Leave for Study, to June, 1994:

Ben Vogel	On Leave	August, 1993

CURTAILMENT OF LEAVE

Marilyn Killian	– Was granted a Child Rearing Leave for the 1993-94 school year. Curtailed as of January, 1994.
Marilee Lauman	– Was granted a Personal Leave for the 1993-94 school year. Curtailed as of January, 1994.
Michelle Springsteen	– Was granted a Personal Leave for the period of August, 1992 through January, 1994. Curtailed as of December 17, 1993.

* * * * *

(ITEM 5) (DOC: 934470) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Position	Effective Date
Jean L. Behnke	Teacher	01-31-94
Gail H. Boltz	Teacher	02-01-94
Sandra Brusha-Deuster	Teacher	09-03-93
Suzanne M. Carroll	Teacher	11-30-93
Carole A. Cohen	Teacher	11-30-93
Nanette M. Conrad	Teacher	11-20-93
Roy L. Crawford	Teacher	11-15-93
Monica E. Downs	Teacher	08-23-93
David A. Eisch	Teacher	11-03-93
Jean M. Eklund	Teacher	01-21-94
Maureen E. O'Hearn	Teacher	12-17-93
Gretchen E. Pearson	Teacher	11-05-93
Martha A. Price	Teacher	12-17-93
Robert Seiser	Teacher	11-10-93
Thomas J. Silbernagel	Teacher	11-29-93
Marciane B. Stanzel	Teacher	10-21-93
Diane M. Vanderhei	Teacher	11-15-93
LaMont M. Walker	Teacher	11-29-93
Vivian L. Whitmore	District Supvr.	12-03-93
Mary E. Williams	Teacher	11-30-93
Marcia L. Witteman	Teacher	10-22-93

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(ITEM 6) (DOC:: 934471) In accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence 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 teacher:

Stephanie Ruel

Ms. Ruel has been absent without leave from the Milwaukee Public Schools since August 24, 1993. No requests for any leaves of absence are on file. On November 3, 1993, 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. To date there has been no response

A number of teachers were on leave during the 1992-93 school year and failed to respond to a May, 1993, 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 1993-94 school year, the teacher would be removed from the list of appointed teachers. In addition, on November 3, 1993, 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:

Joy Camp
Lowell Davis, Jr.
Gwendolyn Gaddy
Deborah McDonald
Hazel Moore
Charlene Zaleski

* * * * *

(ITEM 7) (DOC: 934473) The Superintendent advised your Committee that:

The complexities of meeting the needs of urban children and youth requires that we provide additional services at the neighborhood and local school level.

Division staff have identified the best potential for providing needed services for this age group is through the Community Recreation Specialist position - 195 day calendar (MPS teacher level.).

Funds to support two positions are available because of a Recreation Supervisor retirement effective December 3, 1993. Remaining funds are $46,500 which will support the two positions for the remainder of fiscal year 1993-94.

The staffing request reaffirms the department priority of leveraging its resources and changing to meet community needs.

Your Committee recommends that authorization be granted to convert a Recreation Supervisor (Level 7) position to two Community Recreation Specialist (195 day) positions.

* * * * *

(ITEM 8) (DOC: 934474) The Superintendent advised your Committee that:

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

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). A communication from the Milwaukee Building and Construction Trades Council dated October 27, 1993 has been made a part of the minutes of your Committee's meeting of December 13, 1993.

Your Committee recommends that authorization be granted to pay the prevailing wage rates detailed in the October 27, 1993 communication in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the date indicated on the communication.

* * * * *

(ITEM 9) 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 December 13, 1993.

A. November, 1993 Affirmative Action Report (DOC: 934472).
B. Report on Milwaukee's Taxing Units Worker's Compensation Preferred Provider Arrangement (DOC: 934475).

* * * * *

Separate consideration having been requested of Item 2, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Small moved for suspension of Board Rules and adoption of the report.

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

Ayes—8; Noes—0.

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) (DOC: 934476) The Superintendent advised your Committee that:

The School to Work Task Force, chaired by Carl Weigell, President of Motor Castings Company, and co-chaired by Jean Tyler, Executive Director, Public Policy Forum, presented their report and recommendations to the Board at the October, 1993, Instruction and Community Relations Committee meeting.

The School to Work Task Force Report, grounded in the principles of the K-12 Teaching and Learning Initiatives, provides a vehicle for continuing the reform efforts under way in the district and is consistent with the Board Goals of Student Achievement, Equity and Fiscal Responsibility.

Implementing the School to Work Initiative will be an extremely complex process. The Task Force Report calls for the identification of a top level administrator in MPS to direct the School to Work activities of the district and the creation of a number of standing committees to implement the recommendations. The Committee structure is:

- •Curriculum Design Standing Committee
  - -- Implementation Subcommittee on Delivery of Instruction
  - -- Implementation Subcommittee on Assessment
  - -- Implementation Subcommittee on Staff Development
- •Parental Affairs Standing Committee
- •Community and Business Relations Standing Committee
- •Post-secondary Relations Standing Committee
- •Career Counseling Standing Committee

The response of the administration to the recommendations of the School to Work Task Force, including a projected budget, has been made a part of the minutes of your Committee's meeting of December 15, 1993.

Your Committee recommends that the Board accept the response of the administration to the report of the School to Work Task Force for immediate implementation; that the Board authorize the creation of a *School to Work Coordinator* position and a secretarial position, to be funded from the School Operations Contingent Fund for the second semester 1993-1994; and that School to Work activities during the

remainder of the 1993-1994 school year be funded utilizing various grants and available monies in the 1993-1994 budget.

Your Committee further recommends that the administration provide an annual evaluation report on the School to Work program, and that the evaluation process include job impact statements and an accounting of graduates. The accounting of graduates should include statistics such as total graduates, graduates from targeted high unemployment areas within the city and corresponding data related to graduates hired, graduates looking for work, but unable to find work and graduates employed in part-time jobs.

* * * * *

(ITEM 2) (DOC: 934477) The Superintendent advised your Committee that:

The administration is in the process of developing a document entitled *Education for the 21st Century, Guaranteeing Student Achievement, Equity and Fiscal Responsibility through a System of Schools.* The document flows from and is a plan for implementing the Board's three goals. A draft of the document was shared with Board members at the recent Board retreat. It has also been discussed by the Budget Committee.

The document is expected to have a significant effect on the development of the 1994-95 MPS budget. While the document is not yet in final form (it needs further review by the Board and opportunity for public input), because of budget timelines, it will be necessary to bring sections of it to the various Board Committees for public hearing and action as they are finalized. One such issue that needs to be considered at this time is the section on developing innovative options for operating 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 to improve the delivery of educational services to our students. It means opening up the school district to new and different ideas if it will help students be successful. Some examples are:

- **School within a school**—Breaking down large schools into smaller units with a common focus.
- **Satellite schools**—Developing a structure where a successful school could take over another school that is failing.
- **Public alternative schools**—Establishing alternative educational settings not just for students experiencing discipline problems, but educational alternatives designed to meet the needs of our students who are unable to succeed in traditional school settings.
- **Charter schools**—Allowing schools to be managed by others, but still public schools. For example, groups of teachers could submit a proposal for an educational program and receive a charter to run it.
- **Innovative schools**—Allowing schools to be developed by MPS personnel, or in some instances, developed and operated in a partnership with outside sources.
- **Lighted school houses**—Providing space in school buildings to serve as family community centers. Inter-agency collaborative community programs aimed at meeting the total needs of families, such as adult/child educational programs, health services, social services, etc.

Some of these ideas are considered controversial and call for risk taking and a willingness to try new approaches. Some will require negotiations with our employee bargaining units. Some will require change in state law.

Your Committee recommends that the Superintendent be authorized to accept and evaluate proposals related to innovative options for operating schools for possible Board approval and implementation.

* * * * *

(ITEM 3) (DOC: 934478) The Superintendent advised your Committee that:

A new music text adoption for elementary and middle schools was approved by the Board in April. Funds, however, are not allocated in the 1993-1994 budget to purchase those textbooks.

There are only two publishers of music texts and both are coming out with new texts this year. It would be beneficial to look at and consider the latest materials before purchasing new books.

Your Committee recommends that the music textbook adoption process be reopened during the 1993-1994 school year.

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(ITEM 4) (DOC: 934479) The Superintendent advised your Committee that:

Summer 1993 Programs
During the summer of 1993, six-week summer school programs were held for identified Exceptional Education students (Grades K-12), for court assigned adjudicated youth through the Department of Alternative Programs, and for interested grade 8 students to develop algebra skills through a grant from Harley Davidson. A total of 1,443 students and 150 teachers participated. The total cost was about $1.2 million.

In addition, 3483 students participated in the Summer Recreation Swimming Program compared to 4090 in 1992; 3790 students participated in the Summer Recreation Enrichment Camps compared to 3766 in 1992; and, 273 students participated in Exceptional Education Recreation Programs compared to 439 in 1992. These programs were part of and funded by the Department of Community Recreation and Educational Services.

Summer School 1994
Extended year programming is required for exceptional education students who might regress and not be able to regain skills in a reasonable time. MPS, unlike most other major urban districts, has not been challenged on this due to its six week summer program. Without a six week summer school, it is anticipated that we will need to provide extended year programming for a number of exceptional education students who would typically attend summer school.

Historically, the MPS Summer School Program has provided alternative program staff for collaborative agreements made between the Department of Alternative Programs and the Department of Health and Social Services such as the summer program for adjudicated youth assigned to Project Excel and Ultra Lad Lake.

In 1993, Harley Davidson provided a grant to MPS allowing interested eighth grade students to develop the skills needed to be successful in algebra. It is important that continued support be given to both 8th and 9th grade students. Funds were included by the Department of Curriculum and Instruction in the 1993-94 budget to accomplish this support.

At this time, it is recommended that the 1994 Summer School Program include a K-12 Exceptional Education Program the same size as planned for the summer of 1993, an alternative education program for adjudicated youth, and an algebra program for grade 8 and 9 students. The costs of these three programs for summer 1994 are outlined below.

Costs June (1993-94 Budget)	$ 600,272
Costs July (1994-95 Budget)	$1,284,498
	$1,884,770

In addition to the July, 1994 costs listed in Item 8, June, 1995 costs must also be added to the 1994-95 Budget. The June, 1995 salary costs will be about 8% higher than June, 1994 costs because of an extra day in the June, 1995 calendar.

No matter what the Board approves for summer school, the federally funded Chapter 1 program for private and parochial school students will remain a six-week offering in order to provide approximately the same number of hours of services to those children that they would receive if Chapter 1 was provided to them during winter school. In addition, a number of Chapter 1 schools are developing their own summer school programs for their students.

Possible Additional Programs Summer School 1994
Currently, the Equity 2000 Office is in the process of developing a Summer Scholars Enrichment Program for selected students in grades 7-8-9. Should money become available from grants, it is hoped that this program will be implemented in the summer of 1994.

During past years, as many as 1000 high school and middle school students with less than a 2.0 GPA participated in a summer educational experience as a requirement for participation in the STEP-UP Summer Jobs Program. Prior to the summer of 1993, they attended an MPS summer school. In 1993, the Private Industry Council (PIC) provided the educational experience. Since neither an extensive MPS middle or high school program is recommended for the summer of 1994, the PIC will have to provide a summer educational experience for identified STEP-UP students. The PIC has indicated that they may discuss with MPS the possibility of paying MPS to provide a summer school option for identified STEP-UP students.

Your Committee recommends that the Board approve the implementation of the administration's plans for Summer School 1994, with $1.9 million to be placed in the budget requests to fund the program in the 1994-95 fiscal year.

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(ITEM 5) 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 December 15, 1993.

A. Report on Parent Involvement in Reading (DOC: 934480).

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Separate consideration having been requested of Item 2, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 2 of the report, relating to relating to proposals for innovative options for operating schools, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Lucey requested unanimous consent to change the word "accept" to "receive" in the Committee's recommendation: "that the Superintendent be authorized to ~~accept~~ receive and evaluate proposals."

There being no objection, the request was granted.

Director Johnson requested a separate roll call on the portion of the report dealing with innovative schools.

There being no objection, the request was granted.

The question being on adoption of the portion of the report authorizing the Superintendent to receive and evaluate proposals related to:

> "•**Innovative schools**—Allowing schools to be developed by MPS personnel, or in some instances, developed and operated in a partnership with outside sources."

the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, O'Neil, Sinicki and President Bills—6.

Noes—Directors Johnson and Small—2.

The question being on adoption of the balance of the report, the motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 934481) 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:

Roof Replacement
Division 1—McNair School
M. M. Schranz Roofing & Building Supply Co., second low bidder, base bid of $188,000

Division 2—Hampton School
F. J. A. Christiansen Roofing Co., Inc., low bidder, base bid of $56,875

Division 3—Milwaukee High School of the Arts
Specialty Associates, Inc., second low bidder, base bid of $309,431

* * * * *

(ITEM 2) (DOC: 934482) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5139 Printing of Letterhead and Envelopes for one year

Recommend award to low bidder, Crown Sales for stationary at $22.90 per 500 sheets and $40.75 per 1000 sheets on recycled paper; and envelopes at $23.95 per 500 and $37.65 per 1000 on non-recycled paper. The estimated total contract is $42,000

All typesetting and printing relating to this contract is being sub-contracted to a minority vendor.

RFP-0189 Driving Simulators (Juneau High School)

Recommend award to the low bidder, Doron Precision Systems, Inc., at $59,334

Price includes the cost of a 16-station simulator, a film library and the first year's warranty cost. The evaluation committee's recommendation was based upon price, warranty, maintenance service, availability of films and tapes, instructional considerations, and delivery.

SS-085 Classroom Computers (Washington High School) (sole source purchase)

Recommend award of purchase to IBM Computer for 25 ea IBM 486/433DX/D Valuepoint PC's; a 10BaseT Ethernet LAN; 1 laser printer; a CD ROM tower; and several minor peripherals for a total not to exceed $70,000

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(ITEM 3) (DOC: 934486) The Superintendent advised your Committee that the following schools have requested additional budgetary changes within their local school budgets for the 1993-1994 school year.

School	Budgetary Change	Cost
Custer	General Educational Assistant	$ 5,600
Forest Home	Assistant Principal	25,784
Holmes	Guidance Counselor Position	35,957
Manitoba	General Educational Assistant	8,780
Maple Tree	General Educational Assistant	5,759
Marshall	Paraprof. Educational Assistant	7,800
Milw. High School of the Arts	Teacher Salary	20,697
	Supplies	5,153
Milw. Spanish Immersion	Educational Supplies	1,112
	Educational Supplies	3,956
	School Contingency Fund	35,392
Thirty-Eighth St.	Noon Supervision	4,319
Lavarnway	Minor Building Modifications	1,200

Custer High School is requesting a transfer of funds from the general textbooks account to the general educational assistant account. This position is essential as it will help the physical education teachers provide greater security for students in the gym and locker rooms.

The Board approved a .5 reduction of the assistant principal position at Forest Home Elementary School in October of 1993. Modifications relative to pairing assistant principal positions in the district have been made, making it no longer necessary for the assistant principal position at Forest Home to be reduced. The school is requesting that the original full-time assistant principal position be restored.

O.W. Holmes Elementary School is requesting a transfer of funds from the other expenses-general account to the guidance counselor salary account. These monies will be used to hire a guidance counselor.

Manitoba Elementary School is requesting a transfer of funds from the educational supplies-general school account to the general educational assistant account. This .75 general education assistant position will provide direct service to the children of Manitoba Elementary School.

Maple Tree Elementary School is requesting a transfer of funds from the educational supplies and other expenses-general accounts to the general educational assistant account. This is to provide an additional .5 general educational assistant position.

Marshall High School is requesting a transfer of funds from the textbook allocation and additional and replacement equipment accounts to the paraprofessional educational assistant account. This is needed in order to maintain a paraprofessional general educational assistant to work with our severe/multicategorically handicapped students.

Milwaukee High School of the Arts is requesting a transfer of funds from the school contingency fund to the teacher account in order to provide a .5 FTE teacher position for the Art Satellite Program.

Milwaukee High School of the Arts is requesting a transfer of funds from the school contingency fund to the supplies account.

Milwaukee Spanish Immersion is requesting a transfer of funds from the paraprofessional educational assistant account to the educational supplies account. The school is in need of additional educational supplies.

Milwaukee Spanish Immersion is requesting a transfer of funds from the music teacher account to the educational supplies account. The school is in need of additional educational supplies.

Milwaukee Spanish Immersion is requesting a transfer of funds from the teacher account to the school contingency fund due to the absence of the anticipated enrollment required for the 1 FTE expansion teacher position that was originally allocated.

Thirty Eighth St. School is requesting a transfer of funds from the educational assistant account to the noon supervision account.

Lavarnway Alternative School is requesting that funds from the teacher hourly and duplicating line items in the amount of $1,200 be transferred to the minor building modification lien item.

All schools are requesting to transfer funds to areas of need for their respective buildings.

Your Committee recommends that the above transfers be authorized with funding provided through the local school budget.

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(ITEM 4) (DOC: 934487) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bay View	Howard Avenue Software	$1,050	Computer, drive and monitor for library
	Howard Avenue Software	105	Drive and chip for school accountant
	Melissa Bruns	200	TV set for electronics class
Carleton	Northwest Industrial Council	275	After school tutoring program
Curric. & Instr.	MacMillan/McGraw/Hill	52,950	Music texts for schools missing books

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Dover St.	Marquette Electronics Found.	300	Classroom use
Edison	Student Council	304	School use
Fratney	Parent Fund Raiser	5,305	Stage for gym
Garden Homes	Staff Soda Fund	630	Refrigerator for teachers' lounge
Grand Avenue	PTO	715	Announcement board
Grantosa	Victor Sumnicht Foundation	500	Science equipment
Hamilton	W. H. Brady Co.	15,000	Screen technology program
Hawley	Hamilton F. Niss	50	Environmental field trips
Hawthorne	Johnson Controls	1,500	Safe Schools Program
	PTO	50	Incentives
Hi-Mount	Ameritech	5,000	Voice mail communications
	Ameritech	15,000	SuperSchool Grant—The Learning Village
HS of the Arts	FirStar Bank	200	Student newsletter
Robinson	Ameritech	15,000	SuperSchool Grant—Computers, configuration and subscription charges
Kluge	PTO	1,600	Portable P.A. system for gym
Lady Pitts	Kiwanis of Wauwatosa	660	Award luncheon and infant toys
	Miller Brewing	500	Social skills luncheon
Malcolm X	Elaine Burke	692	Gift of money to defray cost of annual Umoja Festival
Maple Tree	Pieper Power	250	Art. Dept.
Marshall	Milwaukee Journal/Sentinel	500	Marshall Eagle Debate Tournament
	Mr. and Mrs. Mayberry	100	Student awards
MPS	U.S. Dept. of Housing and Urban Development, Milwaukee Office		Various surplus office supplies and stock items
Muir	Ameritech	15,000	SuperSchool Grant—The Learning Village
Pulaski	Mary Skare	400	Library use
	S. Petricek and M. Skare	500	Awards received from Warner Cable
Riverside	Manuel Rodriguez	500	Computer and peripherals
Roosevelt	Mary Jo Baisch	150	Computer
Sarah Scott	PTO	320	Scouting, Learning for Life, Peer Mediation Program
Silver Spring	W. H. Brady Co.	500	RIF
Sixty-fifth St.	Kristian D. Vaughn		Computer
Thirty-eighth St.	F.O.T.E.S.	6,400	Educational suppl. and field trips
	MaryBeth Sandvig	25	School use
	Miscellaneous donations	803	School use
Thirty-first St.	Charlotte McEssey Trust	500	Centennial celebration mural
Urban Waldorf	Sandra Allen	50	Class awards
Washington	Ameritech	21,000	SuperSchool Grant—Homework Hotline
	Kathy Glasnap	500	Frames and matboards for art dept.
Wright	Anonymous	10,000	Homework Hotline System
TOTAL		**$175,084**	

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.

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(ITEM 5) (DOC: 934489) The Superintendent advised your Committee that:

On December 6, 1992, the McNair School library was burglarized and a fire was started. The library suffered extensive fire, smoke, and water damage. Funds were provided to cover the school's furniture and structural damage; however, the estimate for the damage did not include the replacement of books. McNair School is requesting that funds in the amount of $27,000 be transferred from the district's contingency fund to the McNair's common school fund account for the purchase of replacement library books.

Proposed transfers from the School Operations Contingent Fund this month are as follows:

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance				$1,760,790
Requested Transfers				
u	Item 5	Replace Books at McNair	$ 27,000	
	Item 11	Exceptional Education Hearing	21,435	
	Item 12	School To Work Coord. & Secretary	61,548	
	Item 13	Tuition Reimbursement	284,500	
	Total Requested Transfers			$ 394,483
Ending Balance (if approved)				$1,366,307

Your Committee recommends that $27,000 be transferred from the School Operations Contingent Fund to McNair's school fund account for the purchase of replacement library books.

* * * * *

(ITEM 6) (DOC: 934490) The Superintendent advised your Committee that:

At its meeting on November 23, 1992, the Board referred the following resolution, which was introduced by Director Sinicki, to the Finance and Facilities Committee:

WHEREAS, The Division of Community Recreation and Educational Services is dedicated to providing quality services to the residents of the city of Milwaukee through recreational and educational activities; and

WHEREAS, Due to fiscal constraints, MPS is unable to meet all the needs of children in Milwaukee; and

WHEREAS, Non-profit organizations help to provide numerous activities to children and youth through volunteer services; and

WHEREAS, MPS has historically provided the use of its facilities to such non-profit organizations as Boy Scouts, Girls Scouts, youth athletic organizations, etc.; now, therefore, be it

RESOLVED, That the Administration and Division of Community Recreation and Educational Services develop policies which would allow non-profit organizations which primarily serve the youth of our community the use of MPS facilities without charge.

A committee was established consisting of members from community organizations and staff from various schools and Central Office. The committee reviewed current permit use practices and Board policies.

Several concerns were raised regarding how facility permits are issued. These concerns consisted of: who authorizes the use of the facility, what procedures must be followed to obtain the permit, when is liability insurance a required provision, security needs of the buildings, supervision of the activity, and any cost elements related to the use.

Many youth groups and others currently have access to MPS facilities at no cost by coordinating program times when buildings are open for recreation programs or other school related activities. Generally, groups can be accommodated if they are willing to be flexible with their schedule. However, if a group wants exclusive use of a facility and that use requires clean-up, building supervision, or other costs, the group is charged a fee to cover the expenses incurred by the Board in opening the building for their event. In addition, it may be possible that liability insurance would also be required as a provision of obtaining a permit.

In September of 1993, the Divisions of Community Recreation and Insurance and Risk Management revised Building Permit Form #80163 and issued detailed permit guidelines in the September 24, 1993 Principal's Bulletin.

Your committee recommends that 1) the present procedure regarding permit use of MPS facilities be continued, 2) groups requesting exclusive use of MPS facilities continue to be charged for all expenses incurred, 3) the Division of Insurance and Risk Management and Community Recreation continue to coordinate permit use of schools with principals, and 4) the procedures be reviewed annually and updated as necessary to ensure compliance with Board policy.

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(ITEM 7) (DOC: 934491) The Superintendent advised your Committee that:

There are 2,330 southeast Asian students within the Milwaukee Public Schools.

There are a number of family/school/community issues related to the student population which must be dealt with by staff members who speak the language and are familiar with the culture.

It is difficult to recruit fully certified social work staff who are bilingual/multicultural (Southeast Asian). There is currently only one social worker within the entire Milwaukee Public Schools available to address student/family issues of this student population.

There are no unfilled social work positions within the 1993-94 approved budget.

Your Committee recommends that $29,900 be transferred from the Exceptional Education and Supportive Services expansion account to allow for the employment of a Southeast Asian Social Worker.

* * * * *

(ITEM 8) (DOC: 934492) The Superintendent advised your Committee that:

Since the l992-l993 school year, the district has restructured its liability insurance program to a self-insured retention program ("high deductible") on liability claims. Though this new procedure results in a sizable savings in insurance premium costs, it does require greater claims management and administration.

All liability claims are investigated by Wausau Insurance Companies, the Board's third-party administrator. The records are held by Wausau but can be accessed by the district with the proper

installation of computer equipment. This access would allow for stronger administrative management by the district of all claims and related costs.

State and Federal laws require that certain employment related files including workers' compensation claims and liability claim records be retained by the employer and/or district for a certain period of time. Due to the confidentiality of many of these files, it is necessary to keep these records in locked file cabinets.

Funds for the installation of the proper computer equipment and secured file cabinets are available in the liability insurance and the workers' compensation budget of the district.

Your Committee recommends that the following amounts be transferred from the following accounts for the purchase of computer equipment and secured file cabinets for the Division of Insurance and Risk Management: $4,500 from the liability insurance account and $2,100 from the workers' compensation account.

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(ITEM 9) (DOC: 934493) The Superintendent advised your Committee that:

Exceptional education budgets were decentralized to K-8, Middle and Alternative exceptional education sites for the 1993-94 school year.

It was originally projected that there would be a need for a teacher and a paraprofessional to provide services to students with visual impairments at Webster Middle School during the 1993-94 school year. Moneys to support these services were decentralized to Webster Middle School; the enrollment of students with visual impairments at Webster was less than anticipated.

Enrollments of students with visual impairments at other sites across the city were greater than anticipated.

It was determined that the students with visual impairments at Webster and visually impaired students at other sites could be served by one itinerant teacher. The teacher for the visually impaired at Webster was excessed and reassigned as an itinerant teacher.

Your Committee recommends that the $37,014 originally decentralized to Webster to support a teacher, paraprofessional and educational supplies be transferred to the centralized budget for the Programs for the Visually Impaired to support staff that can function on an itinerant basis and serve students with visual impairments across the city.

* * * * *

(ITEM 10) (DOC: 934494) The Superintendent advised your Committee that:

At the October, 1993, meeting of the Board of School Directors, it was decided that the recruitment program would be reinstated during the 1993-94 school year.

Each high school will present information about their school and programs to middle school students during each day between January 4-18. Two evening presentation sessions are scheduled at Pulaski and Custer High Schools on January 11 and 12 respectively. The eighth grade students in the eight K-8 schools will be bussed to the Cousins Center on January 25, where recruitment representatives from all high schools will give their presentations.

Preparation for the presentation of each school's recruitment program to all the middle and K-8 schools includes the need for materials, brochures, program development planning time, substitutes, mailings, and travel.

Proposed transfers from the School Contingent Fund this month are as follows:

SCHOOL CONTINGENT FUND

Beginning Balance				$ 149,924
Requested Transfers				
u	Item 3	From Spanish Immersion School	$ +35,392	
	Item 10	Recruitment Initiatives	60,000	
	Total Requested Transfers			$ 24,608
Ending Balance (if approved)				$ 125,316

Your Committee recommends that $60,000 be transferred from the School Contingent Fund as follows: each high school will be allowed up to $3,500 for recruitment program costs; up to $7,500 will be accounted for by the Department. of Curriculum and Instruction for districtwide planning costs, additional support provided to schools, busses, and facility rental charges; any overage will be returned to the Contingent Fund; and that a budget line be developed for the 1994-95 budget based on actual expenditures documented and reported for this year.

* * * * *

(ITEM 11) (DOC: 934496) The Superintendent advised your Committee that:

Under rules and regulations governing services to students with suspected or identified exceptional education needs, parents can request hearings before an independent hearing officer. Recently such a hearing was requested and held regarding an MPS student with exceptional education needs.

Bills for services rendered by the independent hearing officer ($13,440) and the court reporter ($7,995) were submitted and paid. No moneys had been budgeted to cover these costs.

Proposed transfers from the School Operations Contingent Fund this month are as follows:

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance				$1,760,790
Requested Transfers				
u	Item 5	Replace Books at McNair	$ 27,000	
	Item 11	Exceptional Education Hearing	21,435	
	Item 12	School To Work Coord. & Secretary	61,548	
	Item 13	Tuition Reimbursement	284,500	
	Total Requested Transfers			$ 394,483
Ending Balance (if approved)				$1,366,307

Your Committee recommends that $21,435 be transferred from the School Operations Contingent Fund into the appropriate exceptional education accounts to reimburse these accounts for the moneys utilized to pay the bills for the above-referenced services.

* * * * *

(ITEM 12) (DOC: 934497) The Report of the Instruction and Community Relations Committee before the Board for consideration this evening contains recommendations to accept and implement the administration's response to the School To Work Task Force.

One of the recommendations provides for the creation of a School to Work Coordinator position and a secretarial position to be funded from the School Operations Contingent Fund for the second semester 1993-1994.

Proposed transfers from the School Operations Contingent Fund this month are as follows:

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance				$1,760,790
Requested Transfers				
u	Item 5	Replace Books at McNair	$ 27,000	
	Item 11	Exceptional Education Hearing	21,435	
	Item 12	School To Work Coord. & Secretary	61,548	
	Item 13	Tuition Reimbursement	284,500	
	Total Requested Transfers			$ 394,483
Ending Balance (if approved)				$1,366,307

Your Committee recommends that $61,548 be transferred from the School Operations Contingent Fund to the appropriate accounts to fund the School To Work coordinator and secretarial position.

* * * * *

(ITEM 13) (DOC: 934498) The Superintendent advised your Committee that:

Contractual obligations require a sum certain funding for tuition reimbursement for the respective bargaining units. A separate budget line was included in the 1993-94 budget to provide tuition reimbursement funds for non-represented employees.

The amount of $100,000 was budgeted for tuition reimbursement. It is projected that $384,500 will be needed to adequately fund tuition reimbursement for 1993-94. A fiscal note listing specific transfers has been attached to the minutes of your Committee's meeting of December 16, 1993.

Proposed transfers from the School Operations Contingent Fund this month are as follows:

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance				$1,760,790
Requested Transfers				
u	Item 5	Replace Books at McNair	$ 27,000	
	Item 11	Exceptional Education Hearing	21,435	
	Item 12	School To Work Coord. & Secretary	61,548	
	Item 13	Tuition Reimbursement	284,500	
	Total Requested Transfers			$ 394,483
Ending Balance (if approved)				$1,366,307

Your Committee recommends that $284,500 be transferred from the School Operations Contingent Fund to the tuition reimbursement accounts.

* * * * *

(ITEM 14) 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 December 16, 1993.

A. Statement of Revenues (DOC: 934484:)

The Superintendent submitted the following Statement of Revenues for the month ending November 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension Funds:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,697	$0	$588,230,697	$44,284,394	$543,946,303	7.5%
Categorically Aided	55,657,430	9,768,973	65,426,403	12,157,140	53,269,263	18.6%
School Nutrition	23,981,756	0	23,981,756	6,587,503	17,394,253	27.5%
Construction	19,900,000	0	19,900,000	69,763	19,830,237	0.4%
Extension	6,356,179	0	6,356,179	404,012	5,952,167	6.4%

B. Statement of Expenses (DOC: 934484):

The Superintendent submitted the following Statement of Expenses for the month ending November 30, 1993 showing the following totals for the School Operations, Categorically Aided, School Nutrition, Construction and Extension Funds.

	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	$180,992,082	$414,816,225	30.4%
Categorically Aided	55,657,430	10,694,824	66,352,254	17,381,121	48,971,133	26.2%
School Nutrition	23,981,846	15,083	23,996,929	6,301,032	17,695,897	26.3%
Construction	19,900,000	5,359,027	25,259,027	9,322,960	15,936,067	36.9%
Extension	6,356,179	15,797	6,371,976	2,214,219	4,157,757	34.7%

(1) Represents Board approved transfers during the 1992-1993 fiscal year and appropriations for purchases encumbered in 1992-1993.

(2) Encumbrances and expenditures included through November 30, 1993 and payrolls through November 19, 1993.

C. Expenditure Control Report (DOC: 934485).

D. Report on the 1992-93 Deficit in the Department of Exceptional Education and Supportive Services (DOC: 934499).

* * * * *

Separate consideration having been requested of Items 5, 11, 12 and 13, the remainder of the report was approved, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 5 of the report, relating to a contingent fund transfer to replace books destroyed by fire at McNair School, 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—8; Noes—0.

Item 11 of the report, relating to a contingent fund transfer to cover costs related to a hearing for an exceptional education student, having been set aside for separate consideration, Director Small moved to adopt the report.

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

Ayes—8; Noes—0.

Item 12 of the report, relating to a contingent fund transfer for a School-to-Work Coordinator, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

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

Ayes—8; Noes—0.

Item 13 of the report, relating to a contingent fund transfer for tuition reimbursement, 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, Mitchell, O'Neil, Sinicki and Small—7.

Noes—President Bills—1.

COMMITTEE ON BUDGET

Directors Johnson and Lucey presented the following report for the Committee on Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Budget presents the following report (DOC: 934500):

Your Committee reports having discussed the parameters for the development of the 1994-95 budget with the Superintendent and received and discussed the following reports from the Superintendent. These reports have been made a part of the minutes of your Committee's meeting of December 14, 1993.

Taxpayer and Student Profiles, with analysis
Revenue, Operations Cost, and Enrollment Projections
Superintendent's Budget Initiatives:
K-12 Teaching and Learning and Staff Development
Alternative Education
Equitable Allocation of Resources and Decentralization
Technology

MPS Accountability Plan
Effectiveness Measures
School to Work Transition
Research and Development

Board Members' Budget Initiatives:
Principal Evaluation
New Teacher Mentors
School Finance/Equity Litigation Funding
School Selection Study

Your Committee recommends:

1. That the Board direct the Superintendent to develop his 1994-95 proposed budget based on a target of a 2% tax levy increase; the budget should further reflect and prioritize budget additions and deletions based respectively on a 4% and a 1% tax levy increase.

2. That the Superintendent provide educational impact statements for all increases and decreases to the "cost to continue" budget.

3. That the Superintendent prioritize all additions to and deletions from the "cost to continue" budget.

* * * * *

The report was approved, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs presented seven 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 Panels of December 8, December 9, December 10 at 11:00 AM and 2:30 PM and December 16, 1993 and January 4, 1994 at 9:00 AM and 2:30 PM.

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

Ayes—8; Noes—0.

COMMUNICATIONS AND PETITIONS

The Interim Director of Governance Affairs presented the following communications:

Communication from the Milwaukee Area Technical College proposing the adoption of a resolution regarding the establishment of a consortium under section 118.34 (2) (b) of the Wisconsin Statutes.

Referred to the Committee on Instruction and Community Relations

Communication from the Milwaukee City of Festivals Corporation requesting the use of the Hamilton High School auditorium for a fund raising event.

Referred to the Committee on Finance and Facilities.

Communication from the Bay View Student Government Association requesting the use of the Bay View practice field for a fund raising event.

Referred to the Committee on Finance and Facilities.

Communication from the Blessed Hope Assembly of God Church requesting the use of Walker Middle School for a Fund raising event.

Referred to the Committee on Finance and Facilities.

Communication from Mrs. Bonnie Langston regarding the possibility of having a policy on student evaluation of high school teachers.

Referred to the Committee on Personnel and Negotiations.

Communication from Tyrone P. Dumas regarding revisions in the student expulsion policy.

Referred to the Committee on Personnel and Negotiations.

Communication from the Community Relations-Social Development Commission requesting reinstatement of its local funding support in the 1994-95 budget.

Referred to the Superintendent for consideration in the development of his budget, and to the Budget Committee.

Communication from Freenet requesting a Board endorsement.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Lucey:

WHEREAS, K-12 School Boards are required under sec. 118.34 (1) of the Wisconsin Statutes to establish a technical preparation program in each public high school located in the school district in cooperation with a Vocational, Technical, and Adult District Board, and

WHEREAS, Sec. 118.34 (2) (b) of the Statutes, enacted as part of the 1993 biennial budget, mandates the establishment of a consortium to implement Tech Prep programs, and

WHEREAS, The following school districts:

Brown Deer School District
Cedarburg School District
Cudahy School District
Franklin School District
Germantown School District
Grafton School District
Greenfield School District
Greendale School District
Milwaukee Public Schools
Nicolet School District
North Ozaukee School District
Oak Creek-Franklin School District
Port Washington School District
Shorewood School District
South Milwaukee School District
St. Francis School District
Thiensville-Mequon School District
Wauwatosa School District
West Allis/West Milwaukee School District
Whitefish Bay School District
Whitnall School District

in conjunction with the Milwaukee Area Technical College, have previously established a Tech Prep Council under sec. 118.34 (2) (a) of the statues, and

WHEREAS, The purpose of the Tech Prep Council under sec. 118.34 (2) (a) is to coordinate the establishment of Tech Prep programs in the Milwaukee Area Technical College service district area, and

WHEREAS, The statutory purposes of the sec. 118.34 (2) (a) Tech Prep Council and the sec. 134 (2) (b) Consortium appear to be identical or at least substantially overlapping, and

WHEREAS, the already existing Tech Prep Council was established with representatives of each of the participating K-12 districts including MPS; therefore, be it

RESOLVED, That the Milwaukee Public Schools does hereby affirm its membership in the Milwaukee Area Technical College Consortium and designates the Tech Prep Council as the official governing body of the Consortium; and be it

FURTHER RESOLVED, That the Superintendent shall designate appropriate representative(s) of MPS to serve on the Tech Prep Council at his pleasure.

Referred to the Committee on Instruction and Community Relations.

By Director Sinicki:

WHEREAS, Due to the results of the most recent Milwaukee Public Schools Capital Plan referendum, the District continues to face a space shortage, and

WHEREAS, The public demands that Milwaukee Public Schools seek out all opportunities to alleviate the existing space shortage with strategies that do not require major capital expenditures, and

WHEREAS, The Milwaukee Common Council has expressed an interest in helping Milwaukee Public Schools with its capital plan needs, and

WHEREAS, Llewellyn Library, located at 507 East Russell Avenue, has recently been vacated, and

WHEREAS, Bay View High School recently received a $500,000 grant from the Federal Government to implement a School to Work program which includes components for a 9th grade center, Jr. ROTC and construction, and

WHEREAS, Bay View High School is located directly across the street from Llewellyn Library, and

WHEREAS, Bay View High School requires additional space to house the School to Work program, and

WHEREAS, Much of the renovation of the Llewellyn building could be done by students as part of the Bay View High School School to Work program; therefore, be it

RESOLVED, That administration investigate and report back to the Finance and Facilities Committee at the February, 1994 committee meeting the feasibility of renovating the Llewellyn building, the feasibility of renovating the building utilizing School to Work program resources, and the projected costs; and be it

FURTHER RESOLVED, That, if feasible, the administration immediately negotiate the donation of the Llewellyn building to Milwaukee Public Schools.

Referred to the Committee on Finance and Facilities.

By President Bills:

WHEREAS, The success of Public School Choice is contingent upon the District's ability to identify individual parent and student educational needs; and, accordingly, develop and provide educational services and programs that meet these needs, and

WHEREAS, The existing student assignment process provides a mechanism for parents and students to identify and choose those educational programs and services that best suit their individual needs, and

WHEREAS, It is perceived that the district needs to continue to match the educational needs of parents and students with educational programs and services; therefore, be it

RESOLVED, That the administration conduct a mock student assignment process for the purpose of identifying District educational service and program needs; and be it

FURTHER RESOLVED, That by August, 1994, administration develop and bring back to the Board a strategic plan designed to meet the District's educational service and program needs identified.

Referred to the Personnel and Negotiations Committee.

The Board adjourned at 9:19 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clark

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	433	419		3	683	14	90	53	9		852
K3	441	310		7	466	41	53	163	21		751
PK	46	24			57	2	2	9			70
K4	2140	2000		39	2258	188	416	1157	82		4140
K5	4318	4053		88	4934	360	951	1891	146	1	8371
01	4945	4614		111	5883	346	1070	2010	138	1	9559
02	4373	4177		97	5177	370	914	1888	103	1	8550
03	4200	3984		86	4901	322	909	1864	102		8184
04	4048	3888		90	4730	340	867	1827	82		7936
05	3985	3829		78	4665	329	895	1763	84		7814
06	3831	3572		93	4410	299	792	1724	85		7403
07	3756	3495		86	4405	268	780	1649	63		7251
08	3576	3566		97	4302	241	764	1670	68		7142
09	4162	4222		116	4991	233	993	1983	68		8384
10	3255	3352		82	3734	204	722	1806	59		6607
11	2401	2652		61	2655	177	491	1613	55	1	5053
12	1849	1986		46	1854	165	367	1360	43		3835
13	5							5			5
Invalid	1						1				1
TOTAL	51765	50143		1180	60105	3899	11077	24435	1208	4	101908

Total Active Detached..... 58 (Included above) Total Suburban Transfers—5865

Total Inactive..... 676 (Not included above)

Brown Deer	168	Glendale/River	117	Mequon-Thiensville	202	St. Francis	147
Cudahy	272	Hills	255	New Berlin	118	Wauwatosa	833
Elmbrook	292	Greendale	303	Nicolet	152	West Allis	334
Fox Point	134	Greenfield	71	Oak Creek	313	Whitefish Bay	411
Franklin	390	Hamilton	82	Shorewood	290	Whitnall	266
Germantown	42	MapleDale-IndianHills	331	South Milwaukee	342		
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1602	78.6	118.0	6.0	Milwaukee Tech	1740	78.1	121.0	4.0
Custer	1166	74.9	92.0	5.0	North Division	910	69.7	84.0	4.0
Hamilton	1781	83.1	124.0	5.0	Pulaski	1500	70.7	103.0	5.0
Juneau	864	81.2	67.0	3.0	Riverside	1407	83.4	103.0	5.0
King	1226	88.9	72.0	4.0	South Division	1798	73.9	160.0	5.0
Madison	1202	74.6	96.0	5.0	Vincent	1326	72.7	94.0	5.0
Marshall	1224	87.6	96.0	5.0	Washington	1598	75.8	130.0	5.0
MHSA	839	92.2	64.0	3.0	TOTAL	20183	78.6	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	951	89.6	71.0	4.0	Muir	915	88.0	78.0	4.0
Bell	897	87.4	71.0	3.0	Parkman	568	87.0	45.0	3.0
Burroughs	929	89.3	74.0	4.0	Robinson	525	91.8	42.0	2.0
Edison	783	85.6	75.0	3.0	Roosevelt	632	92.7	47.0	3.0
Fritsche	982	91.0	85.0	4.0	Sarah Scott	640	89.5	52.0	3.0
Grand Avenue	644	89.6	66.0	3.0	Sholes	865	89.4	75.0	3.0
Kosciuszko	745	83.0	82.0	4.0	Steuben	920	89.4	70.0	4.0
Lincoln	644	84.1	47.0	3.0	Walker	832	84.9	71.0	3.0
Malcolm X	610	81.0	55.0	4.0	Webster	995	88.4	76.0	4.0
Acad	793	88.1	64.0	3.0	Wright	772	92.7	63.0	3.0
Milw.Ed.Center	1131	94.0	77.0	4.0	TOTAL	16773	88.6	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	402	90.3	20.0	1.0	Humboldt Park	605	92.3	49.0	2.0
Allen Field	1025	90.1	85.0	2.0	Irving	666	89.6	51.0	2.0
Auer	609	90.7	58.0	2.0	Kagel	355	93.3	45.0	2.0
Barton	569	94.0	33.0	3.0	Keefe Av.	624	89.6	58.0	2.0
Brown Street	548	91.5	72.0	3.0	Kilbourn	424	89.8	40.0	1.0
Browning	422	90.1	34.0	1.0	Kluge	570	92.5	47.0	2.0
Bruce	560	92.2	38.0	2.0	LaFollette	650	91.1	61.0	2.0
Bryant	626	90.6	39.0	3.0	Lancaster	586	92.0	35.0	2.0
Burbank	564	93.1	32.0	2.0	Lee	612	91.1	57.0	2.0
Burdick	485	90.1	40.0	1.0	Lincoln Av.	651	90.7	43.0	2.0
Carleton	466	92.9	29.0	2.0	Lloyd St.	558	93.9	43.0	2.0
Cass	625	89.6	50.0	2.0	Longfellow	643	91.1	44.0	2.0
Clarke	502	91.0	51.0	2.0	Lowell	299	88.9	17.0	1.0
Clemens	441	92.1	34.0	1.0	MacDowell	528	93.1	45.0	1.0
Clement	442	92.8	31.0	1.0	Manitoba	381	94.3	39.0	2.0
Congress	477	92.9	30.0	1.0	Maple Tree	519	89.5	30.0	2.0
Cooper	404	90.1	27.0	1.0	Maryland Av.	339	92.4	27.0	2.0
Curtin	346	91.8	24.0	1.0	McNair	278	90.6	23.0	1.0
Doerfler	677	92.4	37.0	2.0	Meir	239	95.2	19.0	1.0
Douglass	297	91.0	23.0	1.0	Milw.Im.French	393	94.3	29.0	1.0
Dover	606	88.0	39.0	2.0	Milw.Im.German	548	94.6	42.0	2.0
Dr. King	545	92.5	57.0	2.0	Milw.Im.Spanish	522	93.8	40.0	1.0
Eighty-first	464	91.6	25.0	1.0	Mitchell	751	91.2	50.0	2.0
Elm	563	95.2	42.0	1.0	Morgandale	624	93.3	49.0	1.0
Emerson	293	94.3	22.0	1.0	Multilingual	363	94.4	41.0	1.0
Engleburg	524	93.9	37.0	2.0	Neeskara	422	94.3	31.0	1.0
Fairview	556	93.7	54.0	2.0	Ninety-fifth	322	93.8	24.0	1.0
Fernwood	438	88.2	30.0	2.0	Palmer	604	89.2	60.0	2.0
Fifty-third	401	94.7	27.0	1.0	Parkview	419	94.0	27.0	1.0
Forest Home	942	91.1	80.0	3.0	Phillip	342	92.5	29.0	1.0
Franklin	610	92.2	61.0	2.0	Pierce	570	91.7	69.0	2.0
Fratney	371	93.7	34.0	1.0	Riley	681	92.6	53.0	2.0
Gaenslen	716	87.0	76.0	2.0	River Trail	359	91.8	20.0	1.0
Garden Homes	506	91.5	46.0	2.0	Seventy-eighth	559	91.7	44.0	2.0
Garfield	432	94.9	34.0	1.0	Sherman	586	93.3	31.0	2.0
Garland	366	90.2	20.0	1.0	Siefert	615	89.1	54.0	2.0
Goodrich	444	93.9	25.0	2.0	Silver Spring	383	90.9	29.0	1.0
Grant	590	92.3	36.0	2.0	Sixty-fifth	384	92.7	27.0	1.0
Grantosa	636	92.4	44.0	2.0	Starms	385	91.6	41.0	1.0
Granville	403	91.8	31.0	2.0	Story	498	84.1	49.0	2.0
Green Bay Av.	554	92.8	62.0	2.0	Stuart	334	94.6	24.0	1.0
Greenfield	383	93.9	34.0	1.0	Thirty-eighth	573	94.8	39.0	2.0
Hampton	586	91.7	39.0	3.0	Thirty-fifth	358	91.3	22.0	1.0
Happy Hill	492	91.2	29.0	2.0	Thirty-first	524	94.9	42.0	1.0
Hartford	630	91.6	34.0	2.0	Thirty-seventh	538	87.9	54.0	2.0
Hawley	335	92.3	23.0	1.0	Thoreau	716	92.1	49.0	2.0
Hawthorne	352	91.7	27.0	1.0	Thurston Woods	348	93.0	29.0	1.0
Hi-Mount	459	91.5	29.0	1.0	Tippecanoe	242	91.9	16.0	1.0
Holmes	740	89.3	81.0	2.0	Townsend	522	95.4	36.0	1.0
Honey Creek	341	93.7	29.0	1.0	Trowbridge	361	90.1	32.0	1.0
Hopkins	774	91.5	71.0	2.0	Twenty-first	591	93.0	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	655	91.1	65.0	2.0	Whitman	397	91.5	35.0	1.0
Urban Waldorf	294	90.9	24.0	1.0	Whittier	211	95.0	10.0	1.0
Victory	477	94.8	37.0	2.0	Wisconsin Av.	691	93.7	56.0	3.0
Vieau	632	91.1	61.0	2.0	Zablocki	618	92.9	44.0	2.0
Wheatley	699	90.6	67.0	2.0	TOTAL	56177	91.9	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	58	88.3	1.0	1.0	Manitoba Ortho.	112	88.0	4.0	.0
Craig	132	62.1	30.0	1.0	Phoenix Alt. HS	189	54.7	9.0	1.0
Hayes	105	69.6	30.0	1.0	Pleasant View	96	76.0	17.0	1.0
Kilmer	338	84.2	22.0	1.0	Sixty-eighth	203	64.9	16.0	1.0
Lady Pitts	240	58.0	30.0	1.0	Stay	104	67.7	10.0	1.0
Lapham Park	101	77.0	17.0	1.0	Commun. Based	1091		0	.0
Lavarnway	16	94.0	0	1.0	TOTAL	2785	71.5	186.0	11.0
					MPS TOTAL	95918	88.0	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1993
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	38	1	2362	31	31	2	412	7	871	27	37	2	3751	70	3821
Emotion. Dist.	28	1	1340	48	3	0	105	5	434	19	24	2	1934	75	2009
Autistic	0	0	76	7	1	0	4	1	45	1	1	0	127	9	136
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	32	49	1	0	7	6	11	40	0	0	52	95	147
Physically Hdcp.	4	0	348	58	17	2	68	8	206	31	7	2	650	101	751
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	104	24	19	2	24	7	87	17	8	0	245	50	295
Mentally Ret.	12	3	1505	226	19	10	165	26	360	101	15	2	2076	368	2444
Speech/Languag	38	18	2235	1418	49	48	338	256	984	674	42	36	3686	2450	6136
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	124	23	8002	1861	140	64	1123	316	2998	910	134	44	12521	3218	15739
Ethnic Totals	147		9863		204		1439		3908		178		15739		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 1994

Special meeting of the Board of School Directors called to order by President Pro Tempore Mitchell at 10:20 AM.

Present—Directors De Bruin, Johnson (10:50 AM), Lucey, O'Neil, Sinicki, Small, President Bills (10:21 AM) and President Pro Tempore Mitchell—8.

Absent—None.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 3, 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 Saturday, January 8, 1994 at 10:00 AM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of interviewing applicants for the position of Director of Governance Affairs.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c), may retire to executive session to conduct the interviews and deliberate these matters.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director De Bruin moved that the Board retire to executive session for the purpose of interviewing applicants for the position of Director of Governance Affairs.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 10:22 AM.

The Board adjourned from executive session at 4:10 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director of
Governance Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 11, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:18 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and President Bills—5.

Absent and excused—Directors De Bruin, Johnson and Mitchell—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 7, 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, January 11, 1994 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a meeting of the Legislation and Rules Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director O'Neil 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 Lucey, O'Neil, Sinicki, Small and President Bills—5.

Noes—None.

The Board retired to executive session at 6:19 PM.

The Board adjourned from executive session at 7:44 PM.

RONALD J. VAVRIK

Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 12, 1994

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

Present—Directors De Bruin, Johnson, Lucey, Sinicki, Small and President Bills—6.

Absent and excused—Directors Mitchell and O'Neil—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 7, 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, January 12, 1994 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 and litigation matters.

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

This meeting immediately precedes the regular monthly meeting of the Instruction and Community Relations Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

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

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 7:31 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1994

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

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

Absent—None.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 11, 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 5:45 PM, Thursday, January 13, 1994 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action on recommendations from the Personnel and Negotiations Committee relative to (1) the appointment of a Director of Financial Services, and (2) the approval of a position description for the School to Work Coordinator.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

REVISED PURPOSE OF MEETING

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) Your Committee recommends that the following individual be, and he hereby is, appointed to the classification indicated, effective upon assignment following approval by the Board:

4(nr)	Humberto O. Molina, Jr.	Director Financial Services	Schedule IIIE, Range 15A $78,000

(4) Hispanic

(nr) Non-resident

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

At its meeting on January 5, 1994, the Board of School Directors allocated monies to fund a School to Work coordinator position.

The School To Work Task Force Report calls for the identification of a top level administrator in MPS to direct the School to Work activities of the district and to coordinate the work of a number of standing committees.

Your Committee reports having reviewed the position description of the School to Work Coordinator. This position description has been made a part of the minutes of your Committee's meeting of January 10, 1994.

Your Committee recommends that the Board approve the position description of the School to Work coordinator.

* * * * *

Director Small moved to approve Item 1 of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mitchell moved to approve Item 2 of the report.

Director Sinicki moved to amend the item by changing the position title to Executive Assistant to the Superintendent and having the individual report directly to the Superintendent.

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

Ayes—8; Noes—0.

The question being on approval Item 2 as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

The Board adjourned at 6:08 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1994

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

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

Absent—None.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 7, 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, Thursday, January 13, 1994 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies relative to Chapter 220 agreements which may be entered into in future years subsequent to expiration of the 1987 Interdistrict Desegregation Settlement Agreement with the NAACP and various suburban school districts and possibly taking action relative to negotiation strategies discussed.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to consider the formulation of negotiation strategies to be used in negotiations relative to Chapter 220 agreements as stated above and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the regular monthly meeting of the Finance and Facilities Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session for the purpose of formulating negotiation strategies relative to Chapter 220 agreements which may be entered into in future years subsequent to expiration of the 1987 Interdistrict Desegregation Settlement Agreement with the NAACP and various suburban school districts.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:09 PM.

The Board adjourned from executive session at 7:33 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 19, 1994

Special meeting of the Board of School Directors called to order by President Pro Tempore Mitchell at 5:57 PM.

Present—Directors De Bruin, Johnson (6:15 PM), Lucey, O'Neil, Sinicki (6:15 PM), Small, President Bills (6:15 PM), and President Pro Tempore Mitchell—8.

Absent—None.

Vacancy on Board—1.

The Acting Assistent to the Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 14, 1994

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors originally scheduled to be held on Monday, January 17, 1994 has been rescheduled to meet on Wednesday, January 19, 1994 at 5:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of interviewing applicants for the position of Director of Governance Affairs.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c), may retire to executive session to conduct the interviews and deliberate these matters. The Board may reconvene in open session to take action on matters considered in executive session.

RONALD J. VAVRIK
Interim Director/Board Clerk

RESCHEDULED MEETING DATE

Director De Bruin moved that the Board retire to executive session for the purpose of interviewing applicants for the position of Director of Governance Affairs.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Small and President Pro Tempore Mitchell—5.

Noes—None.

The Board retired to executive session at 5:59 PM.

The board adjourned from executive session at 10:00 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director of
Governance Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 26, 1994

Special meeting of the Board of School Directors called to order by President Bills at 5:36 PM.

Present—Directors De Bruin, Lucey, Mitchell, O'Neil and President Bills—5.

Absent and excused—Directors Johnson, Sinicki and Small—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 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 on Wednesday, January 26, 1994 at 5:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the terms of employment and compensation of an individual who may be considered for the position of Director of Governance Affairs.

The Board, pursuant to Wisconsin Statutes Section l9.85 (1), (c), may retire to executive session to consider these matters and may reconvene in open session to take action upon them.

The meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Mitchell moved that the Board retire to executive session for the purpose of considering the terms of employment and compensation of an individual who may be considered for the position of Director of Governance Affairs.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board adjourned from executive session at 6:05 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 26, 1994

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

Present—Directors De Bruin, Lucey, Mitchell, O'Neil and President Bills—5.

Absent and excused—Directors Johnson, Sinicki and Small—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

January 25, 1994

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors originally scheduled to be held at 5:30 PM, Wednesday, January 26, 1994, has been rescheduled to meet at 6:00 PM 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 Section l9.85 (1) (c), in executive session.

This meeting immediately precedes the regular January meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

CHANGE IN MEETING TIME

RONALD J. VAVRIK
Interim Director/Board Clerk

Director De Bruin 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, Lucey, Mitchell, O'Neil and President Bills—5.

Noes—None.

The Board retired to executive session at 6:07 PM.

The Board adjourned from executive session at 8:09 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 26, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 8:17 PM.

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

Absent—None.

Vacancy on Board—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of December 1, December 7, December 8 at 6:00 and 8:30 PM, December 14 at 5:45 and 6:00 PM, and December 15, 1993 and the regular December Board meeting held on January 5, 1994 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

January 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

At this evening's meeting of the Milwaukee Board of School Directors,we are holding the third annual School Board Appreciation observance.

I hope that all in the school district and community will join me in expressing appreciation to the members of the School Board for their many hours of devoted service to our schools and community.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

January 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

Dr. Richard Doornek, Art Curriculum Specialist
and
Ms. Helena Curtain, Foreign Language Curriculum Specialist.

Dr. Doornek was named the 1993 National Art Educator of the Year in Administration and Supervision by the National Art Education Association. The award annually honors one outstanding art educator in each of five divisions for outstanding service and achievement of national significance. The 1993 award recognized Dr. Doornek for his contributions to the field in curriculum and staff development, and for his many years of leadership at the local, state, and national levels.

Ms. Curtain was presented the American Council on the Teaching of Foreign Languages Florence Steiner K-12 Award. This prestigious national award is only given to one K-12 foreign language professional each year. She was recognized for her outstanding leadership in foreign language and extensive contributions and service to the profession.

All in the Milwaukee Public Schools and the entire school community extend hearty congratulations to Dr. Doornek and Ms. Curtain on their prestigious awards.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 3)

January 26, 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 Gloria Erkins, principal, by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Adrian Clemons, a minor, and his mother, Sara Clemons, for injuries allegedly sustained by Adrian Clemons at the Vincent High School on February 20, 1993.

   Claim is made in the sum of $50,000.

2. Notice of Claim of Circumstances and Claim filed against the Milwaukee Public Schools and the President of the School Board by Ms. Bonnie Liss, attorney, on behalf of Christopher Franzen, a minor, and his parents, Jeanne and Mark Franzen, for injuries allegedly sustained by Christopher Franzen during the time period of July 9, 1992 through July 30, 1992 while a homebound student.

   Claim is made in the sum of $50,000.

3. Claim For Damages filed against the City of Milwaukee School Board by Mr. James A. Hiller, attorney, on behalf of Dan Johnson, a minor, and his mother, Renetha Carson, for injuries allegedly sustained by Dan Johnson at the Sixty-eighth Street Alternative High School on February 19, 1993.

   Claim is made in the sum of $7,500.

4. Notice of Claim For Damages filed against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors and Victor Brazil, principal, by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Cory Welch, a minor, and his mother, Brenda Welch, for injuries allegedly sustained by Cory Welch at the Burroughs Middle School on April 20, 1993.

Claim is made in the sum of $50,000.

The Office of City Attorney, as legal representative of the Board, has recommended that claim No. 2 be disallowed. Wausau Insurance Companies, the third party administrator which currently handles the liability claims filed against the district, has requested that claims No. 1, 3, and 4 be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, these 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

(above-mentioned documents attached)

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

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

Noes—None.

Temporarily absent—Director Johnson—1.

Director Johnson, who was temporarily absent during the roll call, requested that his vote on the disallowance of claims be recorded as an “aye.” There being no objection, the request was granted.

(Item 4)

January 26, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

The Association for Equity in Funding has approved contracting for a legal feasibility study on the nature and probable outcome of a suit challenging the constitutionality of Wisconsin's school finance system. The action taken by the association would call for each member district to contribute toward the cost of that study in the amount of 1/10 of one cent per $1,000 of taxable property valuation in the district. For MPS this amount is $13,725.

In addition, the Office of Government Relations has incurred some duplication and mailing costs on behalf of the association and is expected to incur additional costs throughout the remainder of this school year. These costs will be billed to the association and recovered by MPS as a general revenue. This transfer is needed to reimburse the Governmental Relations budget account. It is estimated that these duplication and mailing costs in 1993-94 will be about $2,000.

Accordingly, I am requesting a contingency fund transfer of $15,725 to be allocated in the following manner:

$13,725 to be paid to the Association for Equity in Funding as MPS' share of the legal feasibility study; and

$2,000 to be added to the budget of the Office of Government Relations to cover its additional duplication and mailing costs on behalf of the association.

A fiscal note is attached.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachment

Director Small moved to approve the Superintendent's recommendations.

Director De Bruin moved to lay the matter over until the next Board meeting.

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

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

Noes—Directors Mitchell, Sinicki, Small and President Bills—4.

Director De Bruin moved to amend the recommendation to limit the total expenditure authorized to MPS' proportionate share of a total bill of $30,000.

The motion failed for lack of a second.

Director Lucey requested division of the question. There being no objection, the request was granted.

The question being on approval of the transfer of $13,725 from the School Operations Contingent Fund, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Mitchell, O'Neil, Sinicki, Small and President Bills—6.

Noes—Directors Johnson and Lucey—2.

The question being on approval of the transfer of $2,000 from the School Operations Contingent Fund, the motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of December 1, 1993 through December 29, 1993 covering vouchers for the several funds as certified by the Superintendent and shown below, be approved by the Board:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 10567 to 13897, inclusive

Payrolls (net of withholdings) $35,655,709.38

Accounts	$57,128,811.72	
		$92,784,521.10

CONSTRUCTION FUND

Accounts, Voucher Nos. 672 to 770, inclusive

Accounts $429,184.71

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 455 to 572, inclusive

Payrolls (net of withholdings) $346,032.77
Accounts $309,741.26

$655,774.03

TOTAL $93,869,479.84

CHRISTINE SINICKI
Chair

The accounts were allowed, the vote being as follows

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

Noes—None.

Temporarily absent—Director Mitchell—1.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell presented the following reports for the Committee on Personnel and Negotiations:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following reports:

REPORT #1

(ITEM 1) (DOC: 934524) 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 and changes in status, effective as of the dates indicated. Your Committee recommends that these appointments, promotions, and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Daniel Fullington Kosciuszko	Boiler Attendant Trainee $19,746.48/yr. (Replacement for promotion)	12-06-93
Roena Mitchell EESSC	Clerk Typist I $15,138.50/yr. (Replacement for resignation)	01-03-94
Gary Peebles Mitchell	Clerk Typist I $13,019.77/yr. (Replacement for transfer)	01-03-94
	PROMOTIONS	
Christopher Ferguson Meir	Food Service Manager I $11,806.56/yr.	12-16-93
Daniel Koepp Fac. & Main.	School Engineer I $29,109.08/yr.	12-20-93
Vicky Ruege Fac. & Main.	School Engineer I $29,109.08/yr.	12-20-93
Michael Schicker Fac. & Main.	School Engineer I $25,606.88/yr.	12-20-93
Joe Wilks Fac. & Main.	School Engineer I $29,109.08/yr.	12-20-93
	CHANGES IN STATUS	
Laura Bachmann Bay View	School Secretary I $16,706.00/yr.	01-03-94
Mary Cardosa Office of Crisis Prev./Interv.	School Secretary I $21,529.56/yr.	01-28-94

* * * * *

(ITEM 2) (DOC: 934525) 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 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between October 1, 1993, and October 13, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Joseph A. Mirasola Elementary	B	24,259	0	10-04-93
	Effective between October 14, 1993, and October 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Holly A. Ziegelbauer Mathematics	B	24,259	0	10-19-93
	Effective between October 27, 1993, and November 8, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Brad J. Baracani Elementary	B	24,259	0	10-28-93
(r)	Thomas J. Burgermeister Upper Elem./English	B	26,685	2	11-02-93
(r)	Elizabeth Hopkins Elementary	B	24,259	0	11-03-93
	Effective between November 9, 1993, and November 19, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Andrew G. Docktor Upper Elementary	B	27,898	3	11-22-93
(r)	John M. Kramer Computer Science/Math	BB	34,387	7	11-22-93
	Effective between December 17, 1993, and January 12, 1994, inclusive:				
(r)	Deirdre A. Curtis Elementary	B	24,259	0	01-03-94

CERTIFICATED APPOINTMENTS, CONTINUED

Teachers - Schedule 01		Division	Salary	Years of Experience Credit	Start Date
Effective between December 17, 1993, and January 12, 1994, inclusive:					
(nr)	Kristi Kanable Music	B	27,898	3	01-10-94
Effective between January 13, 1994, and January 25, 1994, inclusive:					
(nr)	Mark A. Gerol Upper Elementary	B	26,685	2	01-24-94
School Social Workers - Schedule 02					
Effective between December 17, 1993, and January 12, 1994, inclusive:					
(nr)	Maly M. Yang		32,844	0	01-03-94

(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

* * * * *

(ITEM 3) (DOC: 934526) Your Committee recommends that the following individuals be, and they hereby are, promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Judith Westergard	Assistant Principal Webster Middle School	Schedule III, Range 11D $49,000
(r)	Krisann Pergande	Assistant Principal Thirty-eighth Street Elementary School	Schedule III, Range 10D $47,672

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 4) (DOC: 934527) Your Committee recommends the reappointment the following probationary teachers, teacher-librarians, principals, assistant principals, and members of the support staff, contigent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Bamberg, Christopher A.
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
Brown-Young, G. Jeanne
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.
D'Agostino, Fred A.
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.
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.
Junker, Linda
Just, Laura

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Juzenas, Heather E.
Kahn, Debra L.
Kalinowski, Suzanne K.
Kaml, Joanne M.
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, Katherine 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.
Ortiz, Teresita J.
Oswald, Erica L.
Paccagnella, Joanne M.
Pace, Annabelle
Palmieri, Susan
Panfil, Laura J.
Parmater, Sandra J.
Peacock, Mary
Penne, Sara A.
Pequeno, Jose C.
Perala, Christine M.
Perkins, Kathryn
Pertuz, Marcia J.
Peters, Linda M.
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
Scheu, Julie
Schleif, Christine M.
Schmeling, Lisa L.
Schmidt, Erik F.
Schroeder, Michael D.
Schwarten, Danny L.
Schwartz, Latasha R.
Scott, Cagney D.
Seaton, Deborah M.
Secreto, Linda J.
Seegert, Christine
Shadlen, David M.
Shavzin, Donna
Shapiro, Mary Jo F.
Shea, Karla K.
Shelton, Pamela J.
Simmons, Diana

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Todryk, Michael D.
Tooley, Catherine A.
Trudeau, Melannie S.
Ulrich, Bonnie
Utri, Alfred
Wachs, Rochelle E.
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
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 Two 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.
Fitzgerald, Kathleen H.
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.
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.
LeMieux, 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.
Meronk, Michelle A.
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 Three 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.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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.
Leszcynski, 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, Stanley W.
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, Donna 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.
Piette, Angela L.
Pipp, Frank J.
Plachetka, Rhonda K.
Pralle, Kristy A.
Prater, Susan M.
Puestow, Beth A.
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.
VanLaanen, 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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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.
Zima, Kelly S.
Zimmer, Heather M.
Zocher, Stacy L.
Zwickey, Rhonda L.
Zwolinski, Janet R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Aguado, Linda L.
Albertin, Thomas O.
Castillo, Raysa M.
Chico, Maria Del S.
Clamor, Justine B.
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
Eusbeio, 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.
Janzen, Cami L.
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.
Martin, Rose M.
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.
Rafaelidys, Robin H.
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 Five Semesters)

Abrahams, Nadine J.
Adam, William S.
Allen, Leona
Anthony, Veronica L.
Antoine, Jenny A.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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.
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
DelaRosa, 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.
Fossali, Susan J.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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.
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.
Nwagbaraobha, 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, Stevie B.
Swessel, Tammy S.
Szidon, Michele M.
Tarpey, Amy 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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Anderson, Linda M.
Anderson, Lonnie J.
Andrews, Kathleen A.
Balistreri, Rosemarie
Ball, Odell
Beckley, Jean D.
Benoit, Kathy A.
Beyers, Beverly A.
Bosanac, Jacalyn
Briggs, Brenda D.
Buckholt, Paul R.
Buquet, Karen R.
Carr, Steven T.
Ciganek, Richard B.
Clark, Annabel B.
Clay, Cynthia L.
Crandall, William H.
Czukas, Rita J.
Dang, Paul I.
Daniels, Eloise N.
Davis, Al'Lean M.
Dess, Mary H.
Detlaff, Cynthia K.
Diedrich, Glenn D.
El Abdi, Khaled
Ellertson, April M.
Erdmann, Julie L.
Everett, Janaan D.
Fanning, Debra S.
Fennema, Mark R.
Fischer, Laura J.
Fisher, Barbara J.
Fisher, Billy R.
Fitzgerald, Michelle B.
Flores, Nydia I.
Font, Luz C.
Fores, Michelle B.
Foyer, Allison L.
George, Hearldean A.
Goller, Sandra E.
Greb, Lynn A.
Gross, Batya R.
Gross, Dianne E.
Hagenow, Amy B.
Hassman, Elizabeth A.
Hemze, Carol M.
Hildebrand, Kerrie A.
Hilmarsdottir, Hildur
Hushek, Sharon A.
Igl, Rita J.
Johnson, Agnes S.
Jolley, Sylvester J.
Julien, Kristie D.
Kenseth, Jay K.
Kimmons, Shirley F.
Kinosian, Amy K.
Kothlow, Susan A.
Krafczyk, Penelope A.
Kwass, Susan M.
Ladwig, Scott M.
LaHay, Rita M.
Lambert, Wendy A.
Larson, Bonnie L.
Leicht, Kathryn M.
Lennon, Janis K.
Lindstrom, Patricia A.
Magee, Veronica O.
Maldonado, Margarita
Maney, Michael J.
Marshall, Darnell
Matthews, Thomas E.
McKay, Pamela
Medley, Marion I.
Menting, Sandra L.
Midthun, Christine A.
Milani, Christine M.
Miller, Carol
Miller, Larry F.
Molbeck, William R.
Moutry, Alisia A.
Muscavitch, Frederick H.
Newson, Grace C.
Nunn, Connie C.
Ortiz, Maira Z.
Osinski, Terry A.
Palmer, Dona R.
Parey, Taimi L.
Payne, Julie
Peterson, Jeanine E.
Pluckhahn, Robert J.
Porter, Mary E.
Post, Lonnie S.
Reitman, Cherie L.
Rivas, Carmen
Rogness, Geraldine R.
Roper, William C.
Rosenfeld, Julie M.
Salvat, Graciela E.
Sanchez, Ibis M.
Sanchez, Jesse
Schecher, Mary K.
Schimpf, David P.
Sinclair, Willie M.
Smith, N.
Sojkowski, Heidi M.
Stefanovich, Daniel
Stotmeister, Patricia M.
Tarantino, Kristi A.
Thomas, Terri J.
Thomas-Berkley, Felecia
Tragash, Phyllis
Trump, Julie A.
Vincent, Kathleen E.
Wagner, Astrid J.
Wamser, John F.
Wilkie, Christine M.
Wincapaw, Mary S.
Woeste, Patricia M.
Wood, Terence M.
Wranovsky, Gail R.
Wullschleger, Karl R.
Young, Gertrude E.
Zanski, Susan A.
Zastrow, Lori J.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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 Two Semesters)

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

PRINCIPALS
(Completing Three Semesters)

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

PRINCIPALS
(Completing Four Semesters)

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

PRINCIPALS
(Completing Five 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

PRINCIPALS
(Completing Six Semesters)

ASSISTANT PRINCIPALS
(Completing One Semester)

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 Two Semesters)

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

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Gwendolyn W. Allison
Bridget Araujo
Deborah A. Bell
Bill D. Borchardt
Myron L. Cain
Arleen C. Dansby
Julia A. Dean
Adell Fair
William T. Fantry Jr.
Pamela A. Frey
Marshall L. Gallant
Mary L. Gay
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
Jaclyn D. Laber
Larry E. Leonard
Sara Marquez
Mondell V. Mayfield
Guadalupe Montoto
Shirley B. Moutry
Bonnie J. Murphy
Carrie L. Odom

ASSISTANT PRINCIPALS, cont'd, AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Philip E. Pares
Graciela M. Pequeno
Charlene Pierce
Ronald E. Price
Evelyn Resto Rodriguez
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 Four Semesters)

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

ASSISTANT PRINCIPALS
(Completing Five 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

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Nancy Conner
Joseph Nemoir
Phyllis K. Spence

SUPPORT STAFF
(Completing One Semester)

(Completing Two Semesters)

Dorothy James
Pamela R. Penn
Bethany A. Wilkinson

(Completing Three Semesters)

(Completing Four Semesters)

Karen G. Salzbrenner

(Completing Five Semesters)

James A. Gother

(Completing Six Semesters)

Roger H. Dobrick
Leon R. Ivory
Gail R. Sanders

(ITEM 5) (DOC: 934528) Your Committee recommends that the following leaves of absence and rescinding of leave be, and they hereby are, granted effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1994:

Bradford Arneson	Lincoln Middle	November 17, 1993
Marsha Gayfield	EESS Center	October 21, 1993
Cheryl Jarreau	Madison	September 23, 1993
Barbara Medcalf	Unassigned	December 1, 1993

Maternity Leave, to June, 1994:

Elaine Schneider	Hawthorne	August, 1993
Eva Shaw	Cass Street	December 18, 1993

Sabbatical Leave, to June, 1994:

Darlene Junker	Hartford Avenue	January 24, 1994
Cynthia Raven	Sholes Middle	January 17, 1994

Study Leave, to June, 1994

Kathy Wiegand	Whittier	January 24, 1994

LEAVES OF ABSENCE, CONT'D

Extension of Illness Leave, to June, 1994:

Michael Pearson	On Leave	January 24, 1994

Extension of Illness Leave, to January, 1995:

Cherryl Erlandsson	On Leave	January 24, 1994

Extension of Maternity Leave, to January, 1995:

Beth Magomolla	On Leave	January 24, 1994

Extension of Personal Leave, to January, 1995:

Jean Jackson	On Leave	January 24, 1994

RESCINDING OF LEAVE:

Lenora Brown	–Was granted a Sabbatical Leave for August, 1993 through June, 1994. Rescinded as of January 24, 1994.

* * * * *

(ITEM 6) (DOC: 934529) 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
Stacey J. Becker	Teacher	01-28-94
Judith A. Brodowski	Teacher	01-03-94
Dorothy L. Burress	Teacher	01-21-94
Marion V. Kessenich	Teacher	12-03-93
George W. Mallum, Jr.	Teacher	12-17-93
James J. Melchior	Teacher	01-21-94
Annie E. Rheams	Teacher	12-01-93
Patricia L. St. George	Teacher	12-01-93
David P. Vincent	Teacher	01-25-94

* * * * *

(ITEM 7) (DOC: 934516) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. p. 380), the Board referred a communication from Ms. Bonnie Langston to the Personnel and Negotiations Committee.

Ms. Langston requested that the Committee give her hearing on her proposal that the board establish a policy on the evaluation of high school teachers by their high school students. A copy of her communication and proposal has been made a part of the minutes of your Committee's meeting of January 10, 1994.

Your Committee reports having given hearing to Ms. Langston.

Your Committee recommends that the administration examine to what extent a student evaluation plan like the one Ms. Langston has suggested could be implemented without changes in the contract and also to examine what changes to the contract might be appropriate if the Board wanted to fully implement a student evaluation plan that included the evaluations being used in some way in the teacher's employment evaluation, and to report back to the Personnel and Negotiations Committee, in executive session if appropriate, by the regular March Committee meeting.

* * * * *

(ITEM 8) (DOC: 934517) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. p. 380), the Board referred a communication from Tyrone Dumas to the Personnel and Negotiations Committee.

Mr. Dumas requested that the Committee give him hearing regarding revisions he is suggesting in the student expulsion policy. A copy of his communication has been made a part of the minutes of your Committee's meeting of January 10, 1994.

Your committee reports having given hearing to Mr. Dumas.

Your Committee recommends that the administration report back to the Committee in March with the current policy and a response to the suggestions made by Mr. Dumas.

* * * * *

(ITEM 9) (DOC: 934523) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. p. 382), the Board referred the following resolution, which was introduced by President Bills, to the Personnel and Negotiations Committee:

WHEREAS, The success of Public School Choice is contingent upon the District's ability to identify individual parent and student educational needs; and, accordingly, develop and provide educational services and programs that meet these needs, and

WHEREAS, The existing student assignment process provides a mechanism for parents and students to identify and choose those educational programs and services that best suit their individual needs, and

WHEREAS, It is perceived that the district needs to continue to match the educational needs of parents and students with educational programs and services; therefore, be it

RESOLVED, That the administration conduct a mock student assignment process for the purpose of identifying District educational service and program needs; and be it

FURTHER RESOLVED, That by August, 1994, administration develop and bring back to the Board a strategic plan designed to meet the District's educational service and program needs identified.

No funds have been included in the 1993-94 budget for a study of the student assignment system. If the Committee wishes the pursue the matter, the administration will develop cost estimates and suggested sources of funding.

Your Committee recommends that the administration consider the resolution in light of the Committee's discussion and report back to the Committee with its response, including what purpose could

be served by a survey of this nature, what likely cost might be associated with it and what, in a general

way, would be a design for the survey, whether the studies done in conjunction with the facilities planning might contain useful information, and whether the administration recommends the Board undertake the survey or not.

* * * * *

(ITEM 10) (DOC: 934531) The Superintendent advised your Committee that:

In response to questions which have recently surfaced relative to School Based Management (SBM) and Shared Decision Making (SDM), a committee of school administrators and central office administrators was convened to discuss related issues. This summary was prepared to provide a historical perspective and future direction that the administration is proposing.

On June 24, 1987, the Board of School Directors adopted the Guidelines on School Based Management and during the same year established the Office of School Based Management. A contractual provision (Part XIII) was also included in the Contract Between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association.

During the five-year phase-in period, 70 schools became designated as SBM:

YEAR	NUMBER OF SCHOOLS ADDED	CUMULATIVE TOTAL
1987-1988	10	10
1988-1989	8	18
1989-1990	10	28
1990-1991	8	36
1991-1992	34	70

At the end of the 1991-1992 school year, the Office of School Based Management was eliminated. During the same year the contract with the MTEA expired on June 30, 1992, and SBM was no longer covered under the contract.

During the 1992-1993 school year, The *System of Schools* Document was developed to provide a guide to the responsibilities of central office and the responsibilities of the individual schools related to shared decision making. A survey was sent to all principals in January 1993 to determine whom the principals believed should make specific local school decisions (e.g., shared decision making group, principal with advisement of staff, principal with advisement of parents, principal, staff).

On November 23, 1992, Board Policies on Parental Involvement were approved. Item 10 stated that "The Milwaukee Board of School Directors will ensure that each school form a shared decision-making group, comprised of equal representation among parents, staffs, and the community." On March 2, 1993, a survey was given to all principals for their review and response. Even though a large majority of principals agreed with all other items, a majority disagreed with Item 10 related to the composition of the shared decision-making group (30-agree; 81-disagree). Subsequently, the Board Policies on Parental Involvement were revised on June 30, 1993. The revised Item 10 states that "at least thirty-three percent of the SDM membership be composed of parent representatives and not more than 50% of the school community. School community includes all staff and at least two students at the middle and high school level."

Also during the 1992-93 school year, inservice sessions were conducted by John Woodward for all principals, and each school was mandated to submit a shared decision making plan. These plans were published and presented to Board members in May 1993. Principals were also directed to implement their individual school plans which include inservicing of school community and the SDM group.

On September 29, 1993, the Board of School Directors and the MTEA reached an agreement relative to all issues except residency. Included in the agreement was the Modification of Part XIII of the Teacher Contract School Based Management. Although proposals to align the new contract with the System of Schools concept and the SDM model were discussed, the resulting contractual language remained relatively the same. Subsequently, principals were informed that SBM was again an option as a system of local school governance. The composition of the School Based Management Council differs from the Board Policy regarding the composition of the Shared Decision Making Group. In addition, according to Part I, Section F(2)(a) of the contract, "Where any rule or Board policy is in conflict with any specific provision of the contract, the contract shall govern."

The following Board policy and administrative procedures will continue:

a. Each school shall have a system of local school governance (SDM or SBM) that is consistent with Board policy and contractual provisions.
b. All schools that use the SBM model of local school governance will follow procedures outlined in the Revised Board Guidelines on School Based Management and the Contract Between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association.
c. Schools will update their model of local school governance (SDM or SBM) and submit their revised plan to the Department of School Administrative Support and Accountability.
d. Schools will share their plan and model with their parents and community leaders.

The Parent Empowerment Policy Number 10 will be waived for schools with SBM status. This item states that "at least thirty-three percent of the SDM membership be composed of parent representatives and not more than 50% of the school community. School community includes all staff and at least two students at the middle and high school level."

Your Committee recommends that the Revised Board Guidelines on School Based Management (January, 1994) which is an update of the June 24, 1987 Board Guidelines on School Based Management Pilot be approved. The revisions are the result of the implementation of local school budgeting and the restructuring of Central Office and do not impact wages, hours, or conditions of employment.

* * * * *

(ITEM 11) (DOC: 934532) The Superintendent advised your Committee that:

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

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council dated December 1 and December 27, 1993 have been made a part of the minutes of your Committee’s meeting of January 10, 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 12) Your Committee reports having received an informational report from the Superintendent on the following matter. This report has been made a part of the minutes of your Committee's meeting of January 10, 1994.

A. December 1993 Affirmative Action Report (DOC: 934530).

* * * * *

REPORT #2

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 that there existed cause to discipline Robert Schoknecht due to misconduct based on the charge of insubordination.

Your Committee recommends that the Superintendent's action of suspension of Robert Schoknecht without pay for six weeks and placing a letter in his personnel file be changed to suspension without pay for the remainder of the 1993-94 school year and placing a letter in his file.

* * * * *

Separate consideration having been requested of Items 2 and 10 of Report #1 and Report #2, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2 of Report #1, relating to teacher appointments, having been set aside for separate consideration, Director Mitchell Moved to suspend Board rule 3.12 (4) and approve the appointments.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Sinicki—1.

Item 10 of Report #1, relating to systems of local school governance, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director De Bruin moved to amend the text of the report by adding the words pending future contract negotiations at the end of the sentence "The Parent Empowerment Policy Number 10 will be waived for schools with SBM status."

The amendment was adopted, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, Sinicki, Small and President Bills—6.

Noes—None.

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

Ayes—6; Noes—0.

Report #2, relating to an appeal of disciplinary action of the Superintendent, having been set aside as it was formulated less than 48 hours prior to the Board meeting, Director Small moved to suspend Board rule 1.07 (2) and adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Be Bruin and Sinicki—2.

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) (DOC: 934538) The Superintendent advised your Committee that:

Rules and regulations relating to serving students with exceptional education needs require that public schools provide services to students regardless of the severity of their handicaps.

Over the years, advances in medical services have resulted in increased numbers of students who are in the Milwaukee Public Schools who have extremely complex medical conditions in addition to their educational needs.

Because of the complexity and seriousness of these medical conditions, some parents and their physicians, albeit a very small number, have approached the school system with Do Not Resuscitate (DNR) requests for their children in the event of cardiac and/or respiratory failure while at school.

After review, the City Attorney's Office has advised the Milwaukee Public Schools that we can legally adopt a policy to refuse to honor all such DNR orders or requests.

Your Committee recommends that the Board of School Directors adopt a policy which states that the Milwaukee Public Schools will refuse to honor Do Not Resuscitate (DNR) orders or requests.

* * * * *

(ITEM 2) (DOC: 934512/21) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. p. 379), the Board received a communication from the Milwaukee Area Technical College regarding the required establishment of a consortium under Wisconsin statutes 118.34 (2)(b). The communication has been made a part of the minutes of your Committee's meeting of January 12, 1994. The director of MATC requests that the Board President and Superintendent sign the Tech Prep Resolution contained in the communication.

At the meeting of the Board of School Directors on January 5, 1994, the following resolution, which was introduced by Director Lucey, was referred to the Instruction and Community Relations Committee:

WHEREAS, K-12 School Boards are required under sec. 118.34 (2)(b) to establish a technical preparation program in each public high school located in the school district in cooperation with a Vocational, Technical, and Adult District Board, and

WHEREAS, Sec 118.34 (2)(b) of the Statutes, enacted as part of the 1993 biennial budget, mandates the establishment of a consortium to implement Tech Prep programs, and

WHEREAS, The following school districts:

Brown Deer School District
Cedarburg School District
Cudahy School District
Franklin School District
Germantown School District
Grafton School District
Greenfield School District
Greendale School District
Milwaukee School District
Nicolet School District
North Ozaukee School District
Oak Creek-Franklin School District
Port Washington School District
Shorewood School District
South Milwaukee School District
St. Francis School District
Thiensville-Mequon School District
Wauwatosa School District
West Allis/West Milwaukee School District
Whitefish Bay School District
Whitnall School District

in conjunction with the Milwaukee Area Technical College, have previously established a Tech Prep Council under sec. 118.34 (2)(a) of the statutes, and

WHEREAS, The purpose of the Tech Prep Council under sec. 118.34 (2)(a) is to coordinate the establishment of Tech Prep programs in the Milwaukee Area Technical College service district area, and

WHEREAS, The statutory purposes of the sec. 118.34 (2)(a) Tech Prep Council and the sec. 134 (2)(b) Consortium appear to be identical or at least substantially overlapping, and

WHEREAS, the already existing Tech Prep Council was established with representatives of each of the participating K-12 districts including MPS; therefore, be it

RESOLVED, That the Milwaukee Public Schools does hereby affirm its membership in the Milwaukee Area Technical College Consortium and designates the Tech Prep Council as the official governing body of the Consortium; and be it

FURTHER RESOLVED, That the Superintendent shall designate appropriate representative(s) of MPS to serve on the Tech Prep Council at his pleasure.

Your Committee recommends that MPS affirm its membership in the Milwaukee Area Technical College Consortium and designate the Tech Prep Council as the official governing body of the Consortium and that the Superintendent designate appropriate representative(s) of MPS to serve on the Tech Prep Council.

* * * * *

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, Mitchell, O'Neil, Sinicki, Small and President Bills—8.

Noes—None.

Item 1, relating to *Do Not Resuscitate* orders, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director De Bruin moved to lay the matter over until the next Board meeting.

After discussion, there being no objection, Director De Bruin withdrew his motion to lay over, and moved to refer the matter back to Committee.

The motion to refer failed, the vote being as follows:

Ayes—Directors De Bruin and Lucey—2.

Noes—Directors Johnson, Mitchell, Sinicki, Small and President Bills—5.

The question being on the original motion to adopt the report, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, Mitchell, Sinicki, Small and President Bills—6.

Noes—Director Lucey—1.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 934539) 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 MODIFICATIONS
Walker Middle School

Pyramid Heating & Air Conditioning Co., Inc., low bidder, base bid of $54,500

NEW BOILER INSTALLATION
Malcolm X Academy

Contract 1—Mechanical Work
Wenninger Company, Inc., low bidder, base bid of $46,500 plus $13,450 for mandatory alternate bid 1 to furnish and install new water heater, pumps, valves, insulation, etc., for a total contract of $59,950

* * * * *

(ITEM 2) (DOC: 934540) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5140 74 each Used Computer Controllers (Financial Services for Schools)

Recommend award to the low bidder, Salem Computer Group, net for 74 each used IBM 3174-51R remote control units $79,365

* * * * *

(ITEM 3) (DOC: 934544) The Superintendent advised your Committee that the following schools and departments have requested additional budgetary changes within their local school budgets for the 1993-1994 school year.

School/Department	Budgetary Change	Cost
Burbank	Social Work Aide	$2,453
Kluge	Educational Supplies - General School	5,000
McNair	General Educational Assistant Position	3,000
Seventy-eighth	Social Work Aide	2,453
Student Services	CO Conferences/School Selection	9,000

Burbank Elementary School is requesting a transfer of funds from the replacement equipment fund - general school, to the social work aide salary account. This will fund a .25 FTE position.

In order to provide an additional .5 general educational assistant position, McNair Elementary School is requesting a transfer of funds from the other expenses account to the general educational assistant salary account.

Kluge Elementary School is requesting a transfer of funds from their other expenses-general school account to the educational supplies-general school account.

Seventy-eighth St. School is requesting a transfer of funds from their additional equipment account to their social work aide account to enable them to pay for a social work aide position. This will fund a .25 FTE position. Matching funds are being provided by the social work department. This assistant will work with staff and parents in developing strategies to increase student attendance.

Due to the increased demands on the Division of Student Services in the areas of Central Office conferences and school selection activities, it is requested funds be transferred from contracted

services to the part-time certificated account. The transfer of funds will enable the division to add

a temporary staff person to service schools in the area of Central Office conferences and school selection activities.

Your Committee recommends tthat these transfers be authorized with funding provided through the local school or department budget.

* * * * *

(ITEM 4) (DOC: 934545) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Cass	PTA	$ 137	VCR
Douglass	Custom Photography	200	For purchase of uniforms for girls' basketball team
Grantosa	Target Corporation	300	Earthmobile Cart
Honey Creek	Wisconsin Gas Company	11,100	Computers for learning centers
Irving	Advantage Learning Systems, Inc.	5,000	Software to enhance reading program
Kluge	Wisconsin Energy Corporation	500	For science materials
Milwaukee Spanish Immersion	Mr. and Mrs. Neil Adriano	63	For school use
	Mr. and Mrs. Terrance Sims	63	For school use
	Associacion Medica Hispano Americana de Wisconsin	500	For school use
Milwaukee Tech	Purtell Aviation	2,500	Use of aircraft for training/Tech aerospace
River Trail	PTO	1430	Polaroid camera, tree/decorations for holidays, special materials/supplement field trips/books/entertainment
Sherman	Marnett Business Center	1,000	Fax machine
Sixty-fifth	Miles S. Capron	100	RIF
Vincent	Wisconsin Lutheran Retirement Community	2,000	For school use
TOTAL		$ 24,893	

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 5) (DOC: 934461) The Superintendent advised your Committee that:

At its December 16, 1993 meeting, the Finance and Facilities Committee gave hearing regarding transportation services provided to four-year old kindergarten students. Other transportation issues and concerns were raised regarding transportation. Ms. Ana Garcia-Ashley submitted a list of questions. The administration’s responses to the questions have been made a part of the minutes of your Committee’s meeting of January 13, 1994. Director DeBruin listed a number of questions, responses to which have also been made a part of the minutes of your Committee’s meeting of January 13, 1994.

A meeting was held to discuss transportation concerns on January 5, 1994. A meeting notice was sent to the parents who spoke at the December, 1993 Committee meeting. Inclement weather prevented a number of parents from attending. At the meeting, the parents presented a number of issues to be reviewed.

The parents identified the following issues/concerns:

1) Improve the monitoring of school buses for safety and service.
2) Review the inspection procedures of buses for mechanical soundness.
3) Conduct an annual review of the bus contracts' Specifications and Operating Procedures. Include parents in the review process.
4) Publish the Transportation Policies and Rules in the Fall Materials sent to parents. Highlight any revisions.
5) Review all pick-up and drop-off points for safety. If possible have more students at a corner for safety reasons. Students should not be picked-up at certain locations.
6) Review the qualifications for bus drivers. Expand the background checks for felony, child molestation, and drug convictions.
7) Review the procedures for checking buses at the end of the day, to insure children are not left behind.
8) Review the procedures for reporting accidents.
9) Establish a place where 3 and 4 year old children can be taken to if a parent/guardian has an emergency and can not be at the stop location.
10) Require all buses to have safety belts.
11) Reduce the turnover rate among bus drivers, and limit the use of substitute bus drivers.
12) Establish a mechanism to call parents if a bus is going to be late.
13) Establish a volunteer program for parents to serve on. This program can be effective in monitoring bus driver performance, improve student ridership, and inform Pupil Transportation Services and bus companies of problems.
14) Establish quarterly meetings between parents and bus companies to discuss issues and raise concerns.
15) Review the policy for transporting K3-K4 students.
16) Improve access to Pupil Transportation Services.

A series of meetings will be held over the next 4-6 weeks. Notice of the meetings will be sent to parents. The parents requested that if possible School Board members attend.

Your Committee recommends that the Department of Parent and Student Services hold a series of meetings to review these issues with parents, bus companies, and staff. Wherever possible, changes in the transportation system will be implemented immediately. Revisions to School Board Policy will be brought to the School Board for action. A report reviewing these activities and decisions will be prepared and submitted to the School Board in March, 1994.

* * * * *

(ITEM 6) (DOC: 934503) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. p. 349), the Board referred a communication from the City Comptroller to the Finance and Facilities Committee.

In his communication, the Comptroller requested that the Board consider exploring the feasibility of (1) accommodating both the financial and accounting systems of the Board and the City on one system, and (2) merging the administrative (but not policy-making) areas of accounting and financial management of MPS into the Office of the Comptroller. A copy of the communication has been made a part of the minutes of your Committee's meeting of January 13, 1994.

Your Committee recommends that the Board authorize MPS staff to meet with the City Comptroller and his staff to investigate the advisability of a joint project.

* * * * *

(ITEM 7) (DOC: 934514) The Superintendent advised your Committee that:

At its meeting of January 5, 1994 (Proc. p. 380), the Board received a communication from representatives of Bay View High School and its student government association requesting the use of the school's property for a fund-raising event.

This administration had been unaware of the content of the school fund-raiser until several claims/complaints were received after last year's event. Upon acknowledgement of a portion of the activities being held, the school administration was advised to discontinue the rummage sale portion in that it was against Board Rule 9.04 relative to the selling of merchandise.

The City-wide PTA, PTSA's annually hold a fund-raising event involving renting table space to vendors to show various activities on what materials are available in the market for school fundraisers. The vendors are not allowed to sell any products or sign any contracts at the event. The rummage sale at Bay View is similar in that the Student Government Association rents out table space to the community to hold the sale. However, all proceeds raised by the individual vendor are for personal profit.

In addition, Board Rule 10.08 prohibits any fund-raising efforts except for those recognized parent organizations and staff members whose purpose is to raise monies for the benefit of the Milwaukee Public Schools. There is no provision allowing private concerns the privilege of using school property for profit making efforts.

The school principal was informed that the school could hold a rummage sale provided that the items for sale were donated to the school and all profits made by the sale would be the property of the school.

Your Committee recommends that permission be granted to the Bay View High School student government to use the premises.

* * * * *

(ITEM 8) (DOC: 934515) The Superintendent advised your Committee that:

At its meeting of January 5, 1994 (Proc. p. 380), the Board received a communication from Pastor Dave Wagner of Blessed Hope Assembly of God Church, requesting the use of Walker Middle School for a special evening service.

The evening event will feature the use of the school auditorium for a speaker who will address gang related issues, along with drugs and alcohol and how teen's can be delivered through Jesus Christ. In addition, the use of two classrooms is being requested to allow for the representatives of the group to speak to those individuals who may need help.

Admission to the evening event is free and open to the public. However, a "free will offering" will be taken at the event. In addition, the organization is expecting to set up a table with materials/books available for use based on a "free will offering" to cover the costs of the materials/books. No explanation was given as to where any additional proceeds would go or be used for.

Admission charges are prohibited by Board Rule 9.04 (2). Section 6 of Board Rule 9.04 also states in part that... "there shall be no display or distribution of advertising, or selling of merchandise of any kind... permitted on the premises." In addition, Board Rule 10.08 prohibits any fund raising efforts except for those recognized parent organizations and staff members whose purpose is to raise monies for the benefit of the Milwaukee Public School system.

Your Committee reports having given hearing to Pastor Wagner and other interested parties.

* * * * *

(ITEM 9) (DOC: 934546) The Superintendent advised your Committee that:

As previously reported to the Board, the Division of Exceptional Education and Supportive Services incurred a net budget deficit of $728,000 at the end of the 1992-1993 fiscal year. This deficit has been carried over into their 1993-1994 budget.

Approximately 96% of the division budget is salary related. Therefore, the deficit cannot be offset without layoffs of staff and the resulting curtailment of mandated services.

The deficit appears to have been caused in large part by an increase in the use of exceptional education program accounts for substitute teachers, as well as by coding errors relating to the assignment of staff. Steps have been taken to correct the coding errors and to enhance the management of salary accounts.

A request to transfer moneys from the School Operations Contingent Fund and individual Exceptional Education program accounts to appropriate deficit accounts within the Division of Exceptional Education is being made at this time to reduce the deficit. Further requests will likely occur in the future.

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance			$1,366,307
Requested Transfers			
Item 9	Excep. Educ. Deficit	$ 350,000	
Ending Balance (if approved)			$1,016,307

A detailed fiscal note listing the specific accounts affected by the transfers has been made a part of the minutes of your Committee's meeting of January 13, 1994.

Your Committee recommends that $350,000 be transferred from the School Operations Contingent Fund to appropriate accounts within the Division of Exceptional Education to reduce the deficit and that the surpluses in individual Exceptional Education program accounts be reallocated to the appropriate deficit accounts within the Division of Exceptional Education.

* * * * *

(ITEM 10) (DOC: 934522) The Superintendent advised your Committee that:

At its meeting on January 5, 1994 (Proc. pp. 381-82), the Board referred the following resolution, which was introduced by Director Sinicki, to the Finance and Facilities Committee:

WHEREAS, Due to the results of the most recent Milwaukee Public Schools Capital Plan referendum, the District continues to face a space shortage, and

WHEREAS, The public demands that Milwaukee Public Schools seek out all opportunities to alleviate the existing space shortage with strategies that do not require major capital expenditures, and

WHEREAS, The Milwaukee Common Council has expressed an interest in helping Milwaukee Public Schools with its capital plan needs, and

WHEREAS, Llewellyn Library, located at 507 East Russell Avenue, has recently been vacated, and

WHEREAS, Bay View High School recently received a $500,000 grant from the Federal Government to implement a School to Work program which includes components for a 9th grade center, Jr. ROTC and construction, and

WHEREAS, Bay View High School is located directly across the street from Llewellyn Library, and

WHEREAS, Bay View High School requires additional space to house the School to Work program, and

WHEREAS, Much of the renovation of the Llewellyn building could be done by students as part of the Bay View High School to Work program; therefore, be it

RESOLVED, That administration investigate and report back to the Finance and Facilities Committee at the February, 1994 committee meeting the feasibility of renovating the Llewellyn building, the feasibility of renovating the building utilizing School to Work program resources, and the projected costs; and be it

FURTHER RESOLVED, That, if feasible, the administration immediately negotiate the donation of the Llewellyn building to Milwaukee Public Schools.

Your Committee recommends 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.

* * * * *

(ITEM 11) 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 13, 1994.

A. Statement of Revenues (DOC: 934542):

In accordance with Board action of February 3, 1976 (Proc. p. 591), the Superintendent submits a detailed Report of Revenues as of December 31, 1993, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$0	$588,230,667	$129,226,256	$459,004,351	21.9%
Categorically Aided	55,657,430	10,342,993	66,000,423	17,958,166	48,042,257	27.2%
School Nutrition	23,981,846	0	23,981,846	9,107,667	14,874,179	38.0%
Construction	19,900,000	0	19,900,000	69,869	19,830,131	0.3%
Extension	6,356,179	0	6,356,179	460,186	5,895,993	7.2%

B. Statement of Expenses (DOC: 934542):

In accordance with Board action of February 3, 1976 (Proc. p. 591), the Superintendent submits a detailed Report of Expenses as of December 31, 1993, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

	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	$248,407,671	$347,400,636	41.7%
Categorically Aided	55,657,430	11,268,844	66,926,274	24,578,135	42,348,139	36.7%
School Nutrition	23,981,846	15,083	23,996,929	8,709,232	15,287,697	36.3%
Construction	19,900,000	5,359,027	25,259,027	9,459,942	15,799,085	37.5%
Extension	6,356,179	15,797	6,371,976	2,756,277	3,615,699	43.3%

(1) Represents Board approved transfers during the 1993-1994 fiscal year and appropriations for purchases encumbered in 1992-1993.
(2) Encumbrances and expenditures included through December 31, 1993 and payrolls through December 31, 1993.

C. Expenditure Control Report (DOC: 934543).

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Separate consideration having been requested of Items 6, 7 and 9, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 6, relating to a communication from the City Comptroller, 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, Mitchell, Sinicki, Small and President Bills—6.

Noes—None.

Item 7, relating to a communication from the Bay View Student Government Association, having been set aside for separate consideration, Director Lucey moved to suspend Board rule 10.08 and adopt the report.

The motion failed, the vote being as follows:

Ayes—Directors De Bruin, O'Neil and Sinicki—3.

Noes—Directors Johnson, Lucey, Mitchell, Small and President Bills—5.

Item 9, relating to a Contingent Fund transfer for the Division of Exceptional Education and Supportive Services, having been set aside for separate consideration, Director O'Neil moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON LEGISLATION AND RULES

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation and Rules presents the following report:

(ITEM 1) (DOC: 934534) The Superintendent advised your Committee that:

Each month, the Committee on Finance and Facilities and the School Board is required to approve a detailed listing of all individual payments of salaries and other accounts. This routine board item entitled, "Allowance of Accounts," is provided pursuant to section 2.12 (1) of the Board Rules and sections 119.50 (2) and 119.68 (1), of the Wisconsin Statutes.

The practice of School Board approval of individual payments to vendors and to employees has been in effect for at least 20 years and probably longer. While the practice can be effective in a much smaller organization, it is not a valid control as payment processes become more sophisticated and the number of payments increase. For example, at Milwaukee Public Schools:

–Payments are made to employees bi-weekly and to vendors twice each week. Because of the timing of these payments, the School Board approves payments which were made in the previous month.

–For at least the past two years, no School Board member has asked any questions about the schedule of payments nor have any payments not been approved.

–In October 1992, the firm of Deloitte & Touche issued a report entitled, Review of Operational Structure and Procedures of the Board, which included recommendations to enable the Board to operate more efficiently and effectively. This report recommended enhancement of the governance of the Board by eliminating the monthly Allowance of Accounts.

Instead of detail approval of accounts, the School Board should emphasize adequate controls within the organization to ensure all payments, both payroll and vendor, are accurate and in compliance with labor contracts, federal and state laws and rules and Board rules, policies and procedures.

As a result of these issues, legislation was introduced by Milwaukee Public Schools to revise statutory requirements to eliminate the requirement of the Milwaukee Board of School Directors to approve all individual payments of salaries and other accounts. Effective November 15, 1993, State Statutes 119.50, Disbursement of Monies, and 119.68, Claims against the City or Board, were amended to incorporate these changes:

"119.50 (2) The board ~~may~~ shall provide by resolution for the ~~payment of all persons employed by the board upon monthly payrolls and for the~~ manner in which ~~such payrolls~~ the payroll shall be certified, audited, approved and ~~payment made thereon. Such payrolls shall be certified by the board president and the superintendent of schools, and countersigned by the auditing officer of the city~~ paid.

"119.68 (1) All claims against the city or board shall be audited for sufficiency of funds by the auditing officer of the city. The superintendent of schools shall furnish the auditing officer of the city~~,~~ a complete list of the claims. Before a warrant is issued, therefor, the auditing officer of the city shall countersign it. Within 20 days after each regular or special meeting of the board ~~at which salaries and accounts are voted on and allowed~~, the superintendent of schools shall make and file with the auditing officer of the city statements of the condition of the funds for the support of the schools and of the financial transactions of the board during the period next preceding any such statement."

Board rules and policies should be updated to reflect the statutory changes, to eliminate the need for monthly board approval of the allowance of accounts and to emphasize the role of internal control within the organization.

Your Committee recommends that:

1. Board Rule 2.08, Powers and Duties be amended as follows:

   The committee on finance and facilities shall consider and make recommendations to the board on all matters pertaining to ~~approval of payroll and accounts,~~ all bids required by law, audits of funds, 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. 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 purchase or leased, nor shall any buildings be erected or remodeled without resolution duly passed by the board.

2. Board Rule 2.12, Payroll, Accounts, Audits be amended as follows:

   ~~(1) Payroll, Accounts,~~ Audits. ~~The secretary-business manager shall furnish copies of the listing of payrolls and accounts to members of the committee on finance and facilities each month prior to the committee's regular monthly meeting. The committee shall make recommendation to the board with respect to the payment thereof. The president and the secretary-business manager shall certify board approval of payrolls and accounts to the city comptroller.~~

   ~~(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 ~~in October~~ 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.

3. Board Policy File DK, Payment Procedures be amended as follows:

   All moneys received by or raised in the city for school purposes shall be paid over to the city treasurer~~,~~ and shall be disbursed by the treasurer ~~on the written order of the president of the Board of School Directors and the superintendent, countersigned by the auditing officer of the city~~. In compliance with state statutes, the superintendent shall furnish the auditing officer of the city with

a complete list of the vendor claims. It is the responsibility of the superintendent to ensure that there are strong internal operational controls over the disbursement process and that disbursements are accurate and in compliance with: federal and state laws and rules; Board rules, policies and resolutions; purchasing procedures.

~~At the regular monthly meeting of the Board's committee on finance and facilities, the superintendent shall present and certify as correct a schedule of accounts covering vouchers for the several funds. A copy of the schedule of accounts to be allowed will be sent to each committee member in advance of the meeting at which they are to be considered.~~

~~The committee shall consider the statement of accounts and shall make a recommendation to the Board for allowance or nonallowance of the accounts. The board, at its regular monthly meeting, shall then take action on the report of the superintendent and the recommendation of the committee on finance and facilities.~~

4. Board Policy File DL, Payroll Procedures be amended as follows:

Because salaries represent such a large share of all expenditures in the annual operating budget, the Board of School Directors desires that the best possible procedures be used in processing the payrolls. It is the responsibility of the superintendent to ensure that there are strong internal operational controls over the payroll process and that the district payroll is accurate and in compliance with: labor contracts; federal and state laws and rules; Board rules, policies and resolutions; personnel policies. In compliance with state statutes, the superintendent shall furnish the auditing officer of the city with a complete list of the payroll claims.

~~Therefore, in the same manner as other claims against the Board are honored, the superintendent shall furnish copies of the listing of payrolls to members of the committee on finance and facilities each month prior to the committee's regular monthly meetings. The president and superintendent shall certify Board approval of payrolls and accounts to the city comptroller.~~

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(ITEM 2) (DOC: 934535) The Superintendent and the Interim Director of Governance Affairs/Board Clerk advised your Committee that:

As part of the 1993-94 adopted budget, the Board implemented a reorganization plan adopted on March 2, 1993 (Proc., pp. 545-550) which established an Office of Governance Affairs and eliminated the Secretary-Business Manager's Office. Business Department Units, which were previously supervised by the Secretary-Business Manager's Office, were transferred to the supervision of the Superintendent. The position of Secretary-Business Manager was eliminated and a new position of Director of Governance Affairs/Board Clerk was established. The Board further directed administration to review Board Rules and bring back any changes required as a result of this restructuring.

The administration has reviewed the Rules and presents the following changes for Board approval. Changes of a purely technical nature are in plain type. Article V has been completely rewritten to incorporate the mission of the new Department of Governance Affairs.

In reviewing the Board rules, it was found that some additional changes such as the deletion of references to the Community Superintendents, needed to be made. These changes reflect actions by the Board taken prior to the March 2, 1993 reorganization date.

Your committee recommends that the Board Rules be amended as follows:

Rules of the

Board of School Directors

ARTICLE I

ORGANIZATION AND PROCEDURE

1.03 Special board meetings. Special board meetings shall be called by the ~~secretary-business manager~~ director of the office of governance affairs/board clerk at the direction of the president or upon the written request of 3 members. Such request shall state the time and place of the meeting and the specific purpose or purposes for which the meeting is being called. At any such special meeting no other business shall be transacted than that specified in the notification thereof, which shall be given personally or mailed to each member at least 24 hours before the time of such meeting.

1.05 Order of business.

Roll call.

Correction and approval of minutes.

Communications from city and county departments.

Reports and communications from the superintendent of schools.

Reports and communications from the ~~secretary-business manager~~ director of the office of governance affairs/board clerk.

Allowance of accounts.

Reports of standing committees.

Reports of special committees.

Unfinished business.

New business.

Communications and petitions.

Resolutions.

1.06 Communications, petitions, resolutions, new business, motions.

(l) Unless otherwise provided in these rules, all communications (excepting communications from city and county departments and communications from the board's administrative officers), petitions, resolutions, and new business shall be referred without action to a committee for consideration and report to the board. All reports and resolutions shall be in writing.

(2) Complaint communications addressed to the board may be referred by the president to the superintendent ~~or the secretary-business manager~~ in an attempt to settle the matter at issue without formal board action. If such complaint is adjusted by the superintendent ~~or the secretary-business manager~~, a memorandum stating the disposition of the matter shall be brought to the attention of the president and then placed in the official files with the complaint communication. If it is not possible to arrive at a satisfactory settlement within 30 days after referral of the matter by the president as provided above, the president shall be so advised and he shall refer the communication to a committee of the board, which committee shall at its next regular meeting determine the time when it will give consideration to the matter. The committee shall make recommendations to the board with respect to any such complaints so referred.

(3) At the request of any board member any motion shall be presented in written form before it is acted upon.

1.11 Board officers.

(1) The officers of the board shall be the president, and the superintendent~~, and the secretary-business manager~~. These officers shall be elected or appointed as provided by law.

(2) A majority vote of the entire membership of the Board shall be necessary to elect or appoint any officer whose election or appointment is authorized by law or by these rules. Such election or appointment shall be by roll-call vote.

(3) The superintendent ~~and the secretary-business manager~~ shall ~~respectively~~ manage those functions of Milwaukee Public Schools assigned to ~~each of them~~

him or her by the Board, and the salary of the ~~these administrative officers~~ superintendent shall be fixed by the Board.

1.12 President's duties and powers; ex officio membership.

(1) The president shall appoint standing committees, to serve for one year, and shall appoint all special committees whose appointment is not otherwise provided for. He/She shall preside at meetings of the board and perform the duties usually devolving upon such an officer. He/She shall have the power to authorize board members to visit other school systems, attend conventions, seminars, and similar meetings at board expense. Such authorization shall be certified in writing to the ~~secretary-business manager,~~ director of the office of governance affairs/board clerk and, when pertinent, shall state the name of the organization, as well as the purpose of the trip, the destination, and the period of time involved. The voucher covering expenses of the trip shall be listed in the monthly allowance of accounts.

(2) The president is a member ex officio of the library board as of his/her election to the presidency. If he/she advises the board that he/she elects not to serve as a member ex officio of the library board, the board of school directors shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the library board.

ARTICLE II

COMMITTEES

2.01 Standing and special committees; minutes of meetings.

(1) There shall be 4 regular standing committees with 4 members each on the committee on instruction and community relations, finance and facilities, personnel and negotiations, and full membership of 9 members on the budget committee. The president of the board shall be chairman of the committee on legislation and rules and the chairmen of the committee on instruction and community relations, personnel and negotiations, finance and facilities and budget, shall be members of the committee on legislation and rules. 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. Such 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.

(2) Memorandum minutes of each meeting shall be kept. Such memorandum minutes, which do not constitute official actions by the board, are nevertheless public records and are available for inspection or sale in the office of ~~the secretary-business manager~~ governance affairs during regular office hours. The price of these minutes shall be fixed by the ~~secretary-business manager~~ director of the office of governance affairs/board clerk with the expense of duplication being given primary consideration. All such minutes sold must contain the statement that they are memorandum minutes only and do not constitute official actions by the board.

(3) Stenotype or shorthand notes of the minutes of board and committee meetings shall be kept in the custody of the ~~secretary-business manager~~ office of governance affairs for a period of six years.

2.03 Meeting notices. The ~~secretary-business manager~~ director of the office of governance affairs/board clerk shall notify all board members of all committee meetings. The committee meeting notices shall state the time, place, and purpose of the meeting and shall be given in person, delivered, or mailed so as to reach board members not less than 24 hours before the meeting is to take place. The ~~secretary-business manager~~ director of the office of governance affairs/board clerk shall also notify all board members of any adjourned committee meetings. The above provisions relating to notices of committee meetings shall also apply to notices of adjourned committee meetings when the adjournment is for a period exceeding 24 hours.

INSTRUCTION AND COMMUNITY RELATIONS COMMITTEE

2.07 Textbook adoptions.

(1) OPENING SUBJECT AREAS FOR TEXTBOOK ADOPTION.
(a) In order to provide for a systematic re-evaluation of current textbook needs as adoptions near expiration, each year at the meeting of the committee on instruction and community relations prior to the regular April board meeting, the superintendent shall report the subject areas, along with the titles of the textbooks, for which adopted texts have been in use six years or more and may legally be discontinued at the end of the following school year. The superintendent's report shall include recommendations for each of the subject areas listed with respect to:

1. Subject areas to be opened for textbook adoption.
2. Subject areas in which textbook adoption is to be discontinued at the end of the following school year and no new adoption made.

(b) In addition to the recommendations concerning textbooks currently in use, the superintendent may recommend opening any subject areas for adoption study in which no textbook adoption is in effect but in which an adoption is considered desirable.

(c) The recommendations of the committee on instruction and community relations shall be submitted to and acted on by the board at its regular April meeting.

(d) Immediately following the board's action, the ~~secretary-business manager of the board~~ superintendent shall notify each principal of the action taken. Principals shall notify all teachers concerned which subject areas are open for textbook adoption.

(e) Also following the board action, a designated member of the superintendent's staff shall notify the publishers of textbooks in the subject areas opened for adoption by the board, and through this official correspondence invite publishers to file samples of texts and related materials with the division of curriculum and instruction. (See subsection (3) for other items pertaining to communications with publishers.)

FINANCE AND FACILITIES COMMITTEE

2.09 Purchases and awards of contracts. All bids for construction work and the purchase of supplies, equipment, and materials for construction work estimated to cost $25,000 or more for each item, shall be presented to the committee on finance and facilities with the recommendations of the ~~secretary-business manager~~ superintendent, and the committee shall then make recommendations to the board with respect to the award of contracts or the purchases of such items. All other bids on contract services or the purchase of supplies, equipment, and materials estimated to cost $25,000 or more for each item shall be presented to the committee on finance and facilities with the recommendations of the ~~secretary-business manager~~ superintendent, and the committee shall then make recommendations to

the board with respect to the award of contracts or the purchase of such items. This rule shall not apply to approved or board-adopted library and supplementary books and textbooks; items approved by the board for use in the schools and purchased for resale; food supplies; music and entertainment services.

~~**2.14 Budgets.**~~
[recreated as 2.40: see below]

LEGISLATION AND RULES COMMITTEE

2.20 Legislative representation.

(1) The ~~secretary-business manager~~ chief lobbyist, as the superintendent's designee, shall be the board's legislative representative, but the committee on legislation and rules 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 and rules in the interim between board meetings — with respect thereto.

PERSONNEL AND NEGOTIATIONS COMMITTEE

2.36 Hearings — personnel.

(1) Whenever a classified employe or other employe, unless otherwise provided for in these rules, shall have been reduced in status, penalized, suspended, or discharged and shall request a hearing, the committee on personnel and negotiations shall conduct the hearing.

(2) Upon notification by the ~~secretary-business manager~~ director of governance affairs/board clerk that a hearing has been requested by such an employe, the chairman of the committee on personnel and negotiations shall set a date for such hearing within 30 days after the filing of said request for a hearing.

(3) A notice of the time and place of the hearing shall be served upon such employe at least 10 days before the hearing.

(4) A special stenographic reporter may be retained for the hearing. Any member of the committee may swear witnesses at the hearing.

(5) The committee shall give due consideration to the subject matter of the hearing and shall at the next regular board meeting following such hearing report its decision and recommendations to the board. The board shall thereupon act upon the committee's recommendations.

2.37 Grievance and complaint procedure. The grievance procedure for all persons included within collective bargaining units as certified by the WERC shall be that procedure which is set forth in the written contract with the bargaining representative for such unit.

As to all other employes excluded from bargaining units by virtue of being classified, confidential, or supervisory and employes who have not formed a bargaining unit, the following grievance procedure will prevail.

It is the policy of the board of school directors to assure its employes the opportunity for an orderly presentation and adjustment of their employment concerns. These concerns may be presented by the employe himself or in company with a representative of his own choosing. The purpose of this procedure is to contribute to good human relations on the job, to maintain good morale, increase productivity,

and achieve greater efficiency of school board operations. Any particular concern may be settled by informal discussion with the immediate supervisor. Hopefully, the vast majority of cases will be resolved at this point. However, if they cannot be, this procedure is provided to have concerns reviewed by higher officials; and, if necessary, by the personnel and negotiations committee of the board of school directors in the case of a grievance.

(1) GENERAL PROVISIONS

(a) Any step in the procedure may be the last.

(b) Three copies shall be made of each form that may be used (initiation disposition, appeal):

One for the supervisor or principal.

One for the employe.

One for the ~~chief negotiator as the designee of the~~ superintendent or his designee ~~or secretary-business manager.~~

(c) A complaint or grievance, if written, shall be submitted on an initiation form. Appeals and reports of disposition shall be processed on the appeals and disposition forms respectively.

(2) PURPOSE.

(a) The purpose of the grievance procedure is to provide a method for quick and binding final determination of every question of interpretation and application of the provisions of pertinent rules of the board of school directors, pertinent rules of the civil service manual of the city service commissioners, or work manuals or codes as adopted by the board.

(b) The purpose of the complaint procedure is to provide a method for prompt and full discussion and consideration of matters of personal irritation and concern of an employe with some aspect of his employment.

(3) DEFINITIONS.

(a) A grievance is an issue concerning the interpretation or application of the items as defined in (2) (a) above or compliance therewith; provided,however, that it shall not be deemed to apply to any order, action, or directive of the superintendent ~~or secretary-business manager~~ or of anyone acting on ~~their~~ his or her behalf, or to any action of the board which relates or pertains to ~~their~~ his or her respective duties or obligations under the provisions of the state statutes.

(b) A complaint is any matter of dissatisfaction of an employe with any aspect of his employment which does not involve any grievance as above defined. It may be processed through the application of the first two steps of the grievance procedure.

(4) STEPS OF GRIEVANCE PROCEDURE.

(a) GRIEVANCES SHALL BE PROCESSED AS OUTLINED BELOW. IF THE GRIEVANCE IS NOT PRESSED FOR PROCESSING AT ANY STEP OF THE GRIEVANCE PROCEDURE WITHIN THE PRESCRIBED TIME LIMITS, IT SHALL BE CONSIDERED TO HAVE BEEN DISPOSED OF UNLESS THERE IS A MUTUAL EXTENSION OF TIME.

First Step. An employe should promptly submit his grievance or complaint directly to his next higher authority, but he may request this next higher authority to send for a fellow employe of his own choosing or any other person, for the purpose of joint oral presentation and discussion of the grievance or complaint within two working days. If the grievant works directly for a department head or assistant superintendent, the second step shall be the superintendent or his designee ~~or secretary-business manager.~~ If the grievant has a supervisor under the supervision of a department head or assistant superintendent, the superintendent or his designee ~~or secretary-business manager~~ will be the third step in the procedure.

Second Step. If the grievance or complaint is not adjusted in a manner satisfactory to the employe within five working days after the presentation and discussion, then the grievance may be set forth in

writing within five working days on a form provided by the superintendent or his designee ~~or secretary-business manager~~. The grievant shall sign the grievance or complaint. Thereafter, the grievant shall transmit the written grievance to the department head. The department head shall set a mutually convenient time for discussion of the grievance within five working days. The department head shall advise the grievant in writing of his disposition of the grievance, with a copy for the ~~chief negotiator as the designee of the~~ superintendent or his designee ~~or secretary-business manager~~.

Third Step. If the written grievance is not adjusted in a manner satisfactory to the employe within five working days after the discussion with the department head, it may be presented within five working days by the grievant to the ~~chief negotiator as the designee of the~~ superintendent or his designee ~~or secretary-business manager~~ for the discussion. Such discussion shall be held within ten working days at a mutually convenient time fixed by the ~~chief negotiator as the designee of the~~ superintendent or his designee ~~or secretary-business manager~~.

Fourth Step. If the grievance is not satisfactorily adjusted within ten working days after discussion with the ~~chief negotiator as the designee of the~~ superintendent or his designee ~~or secretary-business manager~~, it may be presented within ten working days by the grievant to the personnel and negotiations committee for prompt hearing. The committee shall forward its recommendation in writing for action by the board.

Fifth Step. The board shall promptly pass upon the grievance and notify the grievant in writing of its decision.

BUDGET COMMITTEE

2.40 Powers and duties. The Committee on 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 the secretary-business manager~~ 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. 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 5 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.

ARTICLE III

PROFESSIONAL DEPARTMENT SUPERINTENDENT OF SCHOOLS

3.01 Powers and duties.
(1) The superintendent shall, under the direction of the board, have general supervision of the public schools and of the certificated, business, excluding the board staff, and recreation and community education personnel, and of the manner of conducting and grading of said schools. He shall appoint, subject to confirmation by the board, a deputy superintendent, such ~~community superintendents,~~ assistant superintendents, supervisors, educational departmental heads, business departmental heads, and such other assistants and supervisors as may be authorized by the board. ~~The Superintendent may provide to the Personnel and Negotiation Committee of the board his comments concerning persons appointed by the secretary-business manager to head any of the departments assigned to the supervision and management of the business departments of the board and those comments, if any, shall~~

~~be communicated to the board together with the committee's recommendations.~~ The superintendent shall be an advisory member of every committee of the board.

(2) He shall perform such other duties as may be assigned to him by the law, by the rules, or by the board; and he shall issue such additional or supplemental rulings and directives for the management and conduct of the schools as he may deem proper.

3.02 Absence of superintendent.In the absence of the superintendent the duties and powers of the office shall be performed and exercised first by the deputy superintendent, followed ~~in order~~ by the ~~associate superintendent for educational programs~~ assistant superintendent~~, the community superintendent for service delivery area V, the community superintendent for service delivery area I, the community superintendent for service delivery area II, the community superintendent for service delivery area VI, the community superintendent for service delivery area III, and the community superintendent for service delivery area IV~~. The board president shall be advised if the superintendent and the deputy superintendent plan to be absent from duty at the same time. In the event of the death of the superintendent while in the service of the board, the deputy or ~~associate or community~~ assistant superintendent in charge shall have the title of acting superintendent until a successor is elected by the board and takes office.

ASSISTANTS

3.04 Duties. The deputy superintendent, ~~associate~~ assistant superintendent, ~~community superintendents~~ and other members of the supervisory staff shall assist the superintendent in the discharge of his duties. They shall be under his direction and perform such duties as he may require.

3.05 Qualifications.

(1) The deputy superintendent, ~~associate~~ assistant superintendent, ~~community superintendents~~ and other members of the supervisory staff when appointed shall have at least the qualifications of teachers and principals and practical experience in the actual work which they are to supervise.

(2) All administrators and supervisors excluded from membership in the Administrators' and Supervisors' Council are subject to the same residency requirement as employes included under the collective bargaining agreement negotiated between the board and the Administrators' and Supervisors' Council from time to time.

3.06 Convention leave. The deputy superintendent, ~~associate~~ assistant superintendent, ~~community superintendents~~ and other members of the supervisory staff, when authorized by the superintendent, may attend educational meetings and conventions without loss of salary. The superintendent may designate members of the administrative, supervisory, and teaching staffs to represent him on official business, and the necessary traveling expenses of such assignments may be charged against the superintendent's expense account.

3.07 Vacations.

(1) The deputy superintendent, ~~associate~~ assistant superintendent, ~~community superintendents~~ and other members of the supervisory staff employed on a 12-month basis shall be allowed a vacation in each year not to exceed 4 weeks, without loss of pay.

(2) Employes designated in subsection (1) of this section who have completed 20 years or more of creditable service prior to July 1 of any current year shall be allowed an additional week of vacation. No vacation schedule may exceed 5 weeks.

3.08 Tenure. In the event that the deputy superintendent, ~~associate~~ assistant superintendent, executive assistant to the superintendent, assistant

to the superintendent, ~~community superintendents,~~ division directors, and department directors or other members of the administrative or supervisory staffs who have acquired permanent tenure as teachers, assistant principals or principals before appointment to the administrative or supervisory staffs wish to return to their former status, they shall be restored to the status of permanently employed teachers, assistant principals or principals, and to their respective salary schedules. Such persons, excluding the deputy superintendent, assistant superintendent, executive assistant to the superintendent, assistant to the superintendent, ~~community superintendents,~~ division directors and department directors, shall be entitled to placement on the new salary schedule commensurate with the level they would have attained as teachers, assistant principals, or principals, for the period of their service on the administrative or supervisory staff. The deputy superintendent, ~~associate~~ assistant superintendent, executive assistant to the superintendent, assistant to the superintendent, ~~community superintendents,~~ division directors and department directors may be entitled to salary increments for the period of their service on the administrative or supervisory staff, as recommended by the superintendent upon an evaluation of that individual's performance. Persons who have acquired permanent tenure before appointment to the administrative or supervisory staffs shall be deemed to have a leave of absence from their former position while serving on the administrative or supervisory staffs.

(2)(a) Except as otherwise provided in paragraph (b), the members of the administrative or supervisory staffs who have not acquired permanent tenure before appointment to such staffs shall, after three full years of satisfactory service as an appointed member of such administrative or supervisory staffs, be granted permanent tenure as to the school system but not as to any specific position on the administrative or supervisory staffs. The conditions precedent to such permanent tenure with respect to health clearance, certification and other matters shall be the same as those required of teachers.

(b) The deputy superintendent, ~~associate~~ assistant superintendent, executive assistant to the superintendent, assistant to the superintendent, ~~community superintendents,~~ division directors and department directors cannot acquire permanent tenure, or credit toward permanent tenure as to the school system, while in those positions. Persons in those positions who previously acquired permanent tenure as to the school system, as provided in (a) above, shall retain that permanent tenure as to the school system.

(3) Upon recommendation of the superintendent and approval by the Personnel and Negotiations Committee and the Board of School Directors, any member of the administrative or supervisory staffs who has gained permanent tenure as provided above may be reassigned to any other educational position within the school system for which he is properly qualified, and his salary shall be set at the appropriate step in the established schedule for such position.

PRINCIPALS, ASSISTANT PRINCIPALS AND TEACHERS

3.27 Sickness absence; pay provisions.
(1) (a) Effective September 1, 1964 sick leave benefits for regularly appointed teachers, as defined in section 42.70 (2) of the Wisconsin Statutes, shall be granted on the basis of 1.25 days per month and one working day for each summer school session served. Sick leave shall cover necessary absence from duty because of (a) the illness or bodily injury of the employe, (b) the illness of a member of the immediate family of the employe, or (c) the exclusion from employment for quarantine because of exposure to contagious disease as defined by the city commissioner of health.

"Member of the immediate family" is defined as husband or wife, child, step-child, brother, sister, parent, or step-parent, wherever they may reside, or other relative in the same dwelling unit.

(b) Eligibility for sick leave allowance for the beginning employe shall begin on the first day of actual service. Thereafter, each employe shall be credited with his current year's allowance of sick leave on the first day of the work year. The calendar dates for the computation for sick leave benefits shall be established by the accounting division. However, sick leave benefits for any year of service may not exceed the total of leave earned at the rate of 1.25 days per month and one working day for each summer school session served.

(c) Sick leave shall be duly attested by the principal on the time sheet. Leave of 3 consecutive days shall ordinarily be permitted without requiring the employe to submit a doctor's certificate for his own illness provided that the principal or the department or division head who certifies time sheets for payroll purposes has other satisfactory evidence of bona fide illness. When any leave extends beyond 3 consecutive days, a certification from a physician, surgeon, dentist, osteopathic surgeon, chiropodist-podiatrist, osteopath, psychiatrist, Christian Science practitioner, chiropractor, or an assigned city physician or city nurse shall be required for his own illness.

(d) Leave of one day shall ordinarily be permitted without requiring the employe to submit a doctor's certificate for the illness of a member of his immediate family. If absent for more than one day a statement shall be required from a doctor giving the nature and seriousness of the illness of the member of the immediate family and declaring the need for the employe to be with the ill member of the family.

(2) Any employe defined as a teacher in section 42.70 (2) of the Wisconsin Statutes shall apply for a leave of absence if absent more than 45 school days during a half year for any reason, or after he has exhausted his accrued sick leave credit if such accumulation exceeded 45 days.

(3) Substitute teachers are not entitled to sick leave.

(4) Willful violation of any of the provisions relating to sick leave by any employe, or the willful making of any false report regarding illness or sick leave, shall subject the employe committing such violation, or making such false reports, to disciplinary action by the superintendent ~~or the secretary-business manager~~ and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the board rules governing such action.

(5) The superintendent shall annually at the regular board meeting in October report the number of sick leaves, the duration of sick leaves, the aggregate sum of compensation paid to those on sick leave, and the compensation paid to substitutes employed in the position of those on sick leave.

3.43 Violation of leave of absence provisions. Willful violation of any of the provisions relating to leaves of absence by an employe, or the willful making of a false report regarding any type of leave, shall subject the employe committing such violation, or making such false reports, to disciplinary action by the superintendent ~~or the secretary-business manager~~ and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the board rules governing such action.

ARTICLE IV

DIVISION OF MUNICIPAL RECREATION AND COMMUNITY EDUCATION ~~ASSISTANT SUPERINTENDENT~~ <u>DIRECTOR</u>

4.22 Sickness absence; pay provisions

(3) Willful violation of any of the provisions

relating to sick leave by any employe, or the willful making of any false report regarding illness or sick leave, shall subject the employe committing such violation, or making such false reports, to disciplinary action by the superintendent ~~or the secretary-business manager~~ and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the board rules governing such action.

4.36 Violation of leave of absence provisions. Willful violation of any of the provisions relating to leaves of absence by an employe, or the willful making of a false report regarding any type of leave, shall subject the employe committing such violation, or making such false reports, to disciplinary action by the superintendent ~~or the secretary-business manager~~ and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the board rules governing such action.

ARTICLE V
~~SECRETARY-BUSINESS MANAGER~~ BOARD STAFF

5.01 (1) ~~Secretary-business manager~~ Director of the Office of Governance Affairs/Board Clerk. The director of the office of governance affairs/board clerk shall manage those board governance functions assigned to him or her by the board, and his or her salary shall be fixed by the board.

(2) The ~~secretary-business manager~~ director of the office of governance affairs/board clerk shall be responsible, under the direction of the board, for all board governance functions involving the day-to-day operation of the board office, statutory and board required board clerk duties, educational audits and financial/operational audits. ~~operations involving the functions of secretary to the board, fiscal management, accounting and internal controls, building construction, and contracting with vendors; shall be responsible for the management of those functions supporting educational operations assigned to him by the board, consistent with the goals and objectives of the board and superintendent and under the direction of the board, in consultation with the superintendent, or with the approval of the superintendent with respect to those functions for which he reports directly only to the superintendent;~~ He or she shall have authority to issue rulings and directives for the management and conduct of his or her responsibilities, compatible with board-adopted or board-approved policies, and for which he or she shall be directly responsible to the board; shall perform the duties fixed by law; shall furnish each board member and the superintendent of schools stenographic records of board and committee meetings (these records are memorandum in nature, not verbatim); and shall perform such other duties as may be assigned to him or her by the board. He or she shall have general care and custody of all board property.

5.02 Personnel

(1) The ~~secretary-business manager~~ director of the office of governance affairs/board clerk shall have authority to appoint, subject to approval by the board ~~(see section 2.31), an assistant secretary-business manager and, after consideration of any comments by the superintendent (see section 3.01), the heads of all departments~~ all board staff assigned to his supervision and management by the board and such other personnel as authorized by the board. All such personnel shall work under the general direction and supervision of the ~~secretary-business manager~~ director of the office of governance affairs/board clerk and shall be considered board staff.

(2) In addition to designated and regularly assigned duties each employe shall perform such related duties as may be assigned to him and which are compatible with his ability, training, acquired skills, and experience.

(3) The board shall determine the compensation, duties and qualifications of the board staff. All board staff shall serve at the will of the board and will be excluded from the classified service and membership in the Administrators' and Supervisors' Council; All ~~administrators and supervisors excluded from~~

~~membership in the Administrators' and Supervisors' Council are subject to the same residency requirement as employes included under the acollective bargaining agreement negotiated between the board and the Administrators' and Supervisors' Council from time to time.~~ board staff shall reside in the city of Milwaukee within one year of appointment.

~~**5.03**~~ **3.01 (3) Bonds**. The ~~secretary-business manager, the assistant secretary-business manager and the~~ superintendent, deputy superintendent and the director of finance~~ial services~~ shall give surety bonds in amounts as required from time to time by the board. Premiums on the bonds shall be paid by the board.

~~**5.04 Departments**. The work of the business department shall be handled through the following departments and such other departments as the **secretary-business manager** may recommend and the board approve: business support services, facilities and maintenance services, financial services, human resource services, information and technology services, insurance and risk management services, intergovernmental relations, internal audit, and labor relations.~~

~~(1) DEPARTMENT OF BUSINESS SUPPORT SERVICES. The department supplies services which support the educational and administrative functions of the Milwaukee Public Schools. The department's mission is accomplished by providing essential services to schools in the areas of nutrition, equipment and supplies, and pupil transportation.~~

~~(a) School Nutrition Services. The school nutrition services department shall be under the immediate direction and supervision of the administrator of school nutrition services, who shall be responsible for the operation of the school lunch program and other school food services as may be established.~~

~~(b) Purchasing and Warehouse Services. The purchasing and warehouse services department shall be under the immediate direction and supervision of the director of Business Support Services, who shall be responsible for the procurement of all supplies, materials, equipment, and services, purchased with board funds; for the storage and distribution of (1) supplies, materials, and equipment purchased for the operation of the schools and (2) furniture and fixtures for the schools; for the storage and dispension of supplies, materials, and equipment used by the physical plant division.~~

~~(c) Transportation Services. The transportation services department shall be under the immediate direction and supervision of the director of Business Support Services who shall be responsible for the procurement of and negotiations for student transportation services.~~

~~(2) DEPARTMENT OF FACILITIES AND MAINTENANCE SERVICES. The Department of facilities and maintenance services department shall be under the immediate direction and supervision of the director of facilities and, maintenance services, who shall be either a registered architect or a registered professional engineer. He/She shall be responsible for making surveys of existing buildings; for planning and designing new buildings, additions to buildings, major building alterations and remodeling, and site improvements and development. He/She shall confer with the superintendent of schools, or such assistants as the superintendent may designate, concerning the educational requirements for such projects; and shall have charge of construction and the superintendence and inspection of contract work.~~

~~(a) The director of facilities and maintenance services shall be responsible for the repair and maintenance of, and minor improvement and alterations to, buildings and furnishings and for the maintenance of school grounds; for the repair and maintenance of machinery, including machinery in the schools, motor driven equipment, electronics equipment, office appliances and machines; piano tuning; and~~

shall generally direct and supervise the foremen, craftsmen, and other personnel of the division.

(b) Operation Services. The operation services division shall be under the immediate direction and supervision of the assistant director of operation services, who shall assign employes and generally direct and supervise the work of these employes. Operation services employes shall be governed by the provisions of the current resolution entered into with the school engineers and the SUPPLEMENTARY WORK MANUAL FOR PLANT OPERATION EMPLOYES. Changes in wages, hours, and working conditions shall be achieved by agreement between the union and management. A copy of this resolution and SUPPLEMENTARY WORK MANUAL shall be kept in the school engineer's quarters in each building; copies thereof shall also be furnished each principal.

Playground custodians. Playground custodians, who shall serve on a monthly basis, shall be paid in accordance with the salary and compensation schedules adopted from time to time by the board; such custodians shall possess such qualifications as the board may prescribe, and shall serve on a 40-hour work week basis subject to assignment to regular duty at any time of the day or night, any day of the week,subject to call for emergency work at any time regardless of the regular work schedule assignments. Such employes shall be subject to the rules and regulations as provided in Article VI, Classified Employes.

Playground laborers. Playground laborers, who shall serve on an hourly basis, may be employed as needed and shall be paid in accordance with the hourly salary schedule adopted by the board. Such employes shall be subject to the rules and regulations as provided in Article VI, Classified Employes.

(3) DEPARTMENT OF FINANCIAL SERVICES. The department of financial services is to support the Milwaukee Public Schools through the provision of fiscal information to the superintendent and the board concerning financial planning and control. The director will be responsible for the management of the fiscal planning function including budget development activities of revenue and expenditure estimates, fiscal policy development and analysis, long range financial planning, school staffing, and school budgetary advising. In addition the director is responsible for the controllership function activities of budget monitoring, regulatory reporting, cost accounting, payroll and position control, interim financial reporting, school accounting functions such as school budget report, activity fund accounting, and pupil accounting, and registration processing for municipal recreation activities.

(4) DEPARTMENT OF HUMAN RESOURCE SERVICES. The department of human resource services is to support the Milwaukee Board of School Directors and the Milwaukee Public Schools by providing assistance, support, and leadership to schools and employees in matters related to hiring, assignment, employee records, wage and salary administration, and evaluation. The director of the department is responsible for the management of recruitment, employment, promotion, and assignment of certificated and classified staff; development, interpretation, and administration of personnel rules; review of existing and new positions relative to proper classification and salary; maintenance of personnel records; management of the substitute office; management and maintenance of handicapped employees' records and accommodations; employee evaluation.

(5) DEPARTMENT OF INFORMATION AND TECHNOLOGY SERVICES. The department of information and technology services is to provide leadership for and effective management of the utilization of information and the application of technology and communications resources. The director of the department shall have the

~~management responsibility of providing for well-defined and efficient operation procedures; better utilization of computing and human resources; and control to support both instruction and administration.~~

~~(6) DEPARTMENT OF INSURANCE AND RISK MANAGEMENT SERVICES. The director of the department of insurance and risk management services will have the management responsibility of providing services in the areas of insurance and self-insurance programs, property, casualty, and liability insurances, and unemployment compensation while maintaining strong internal capabilities for risk evaluation, cost management, and financial control.~~

~~(7) DEPARTMENT OF INTERGOVERNMENTAL RELATIONS. The department of intergovernmental relations is primarily responsible for initiating and maintaining federal, state, and local liaison activities with governmental agencies and public officials. The director of the department is primarily responsible for promoting legislative activities and administrative actions that support quality education in MPS; and to provide the superintendent and the board with timely and relevant information about legislative, administrative or regulatory actions likely to affect the school system.~~

~~(8) DEPARTMENT OF INTERNAL AUDIT. The department of internal audit is to support the Milwaukee Board of School Directors' educational goals of excellence and equity for the student population of the Milwaukee Public Schools. The director of the department is responsible for the management and accomplishment of providing assurances to the Board of School Directors, the secretary-business manager's office the director of board governance, the schools and the public that Milwaukee Public Schools renders a full accounting of its activities including the justification of programs using public resources; the economy, efficiency, and effectiveness of resource identification, acquisition, and application; and the effect of resource applications.~~

~~(9) THE DEPARTMENT OF LABOR RELATIONS. The department of labor relations functions for the purpose of providing labor relations services to schools, with a positive impact on the quality of teaching and delivery of educational services. The director of the department shall have the management responsibility of providing for well-defined and efficient operation procedures; while also enabling the operation to prevent many labor relation conflicts/disputes. He/she is responsible for managing the training of district administrators in basic labor relations skills; responding to inquiries, complaints and requests for assistance from district administrators, union representatives and individuals outside of the Milwaukee Public Schools; adequately preparing for and collectively bargaining for labor contracts; preparing, presenting and administering the management of brief grievance arbitrations prohibited labor practice complaints, unit clarifications and other activites pertaining to the operation of labor relations.~~

ARTICLE VI
CLASSIFIED EMPLOYES

6.04 Sick leave

(11) Willful violation of any of these provisions relating to leaves of absences by an employe, or the willful making of a false report regarding any type of leave, shall subject the employe committing such violation, or making such false reports, to disciplinary action by the superintendent ~~or the secretary-business manager~~ and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the board rules governing such action.

6.06 Reduction in status, suspension, discharge, disciplinary action

(1) The superintendent ~~or the secretary-business~~

~~manager~~ may, when in his discretion it is for the best interests of the school system, reduce in status, suspend, remove, or discharge classified employes in the respective departments, or impose penalties or take other disciplinary action with respect to these employes, for misconduct, incompetency, inefficiency, inattention to duty, or for any other reason that disqualifies or renders such employe unfit for the position held.

(2) Any employe who is reduced in status, suspended, removed, discharged, or penalized shall be notified thereof in writing and said notice shall contain a statement of the reasons for such action.

(3) Any employe who is reduced in status, suspended, removed or discharged may, within 5 working days after receipt of notice of such action, file a grievance as to the just cause of the discharge, suspension, or discipline imposed upon him.

6.07 Resignations. The superintendent ~~and the secretary-business manager,~~ or persons designated by ~~them~~ him or her, are authorized and directed to accept resignations of classified employes in their respective departments, and such resignations shall be filed with the Milwaukee city service commission.

ARTICLE IX
USE OF SCHOOL PROPERTY

9.01 School activities

(1) Extracurricular secondary school activities occurring in the daytime and not involving dismissal of pupils, extra janitorial service, or admission fees in excess of 25 cents shall be subject to the discretion of the principal. 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.

(2) Permission for the use of secondary school buildings and equipment for extracurricular school activities outside of school hours may be granted by the superintendent upon the request of the principal under the following conditions:

(a) When an activity is planned which may produce revenue beyond the building operating cost of the event, the operating cost shall be remitted to the board.

(b)A schedule of extracurricular building use shall be submitted to the superintendent by the principal upon prescribed forms, and a copy made available to the business department.

(c) Whenever a school building is operated as a social center, the principal shall cooperate with the division of municipal recreation and community education to provide a unified program.

(d) The principal shall be responsible for the building during extracurricular use and shall either be present or represented by a faculty member.

(e) The superintendent shall annually before August 1 provide the business department with an estimate of the extent of the contemplated programs for the ensuing school year.

(3) Public school programs and entertainments shall be given in school buildings unless otherwise authorized by the superintendent.

(4) Activities, entertainments, or celebrations of any kind in the public schools must be initiated and sponsored within the school system.

(5) No more than 2 entertainments in any school year shall be given by any school other than high schools for the purpose of raising funds. Prior to the giving of any entertainment for fund-raising purposes, the principal shall request a permit for the use of the building, which request is to be approved by the superintendent ~~and filed with the secretary-business manager~~. The request shall include a

statement setting forth the nature of the entertainment to be held, the date and time of the entertainment, the price of admission to be charged, and the purposes for which the funds realized are to be expended. Within one month after holding any such entertainment the principal of the school shall file with the ~~secretary-business manager~~ superintendent or his designee a statement showing the receipts and disbursements connected therewith, and a copy of such statement shall be posted for at least one week on the general bulletin board in the school building. The funds derived from such entertainment shall be used for no other purposes than those set forth in the application, except by special permission of the superintendent. Upon disbursing such funds, the principal shall file a statement relative thereto with the ~~secretary-business manager~~ superintendent or his designee The school principal shall from receipts reimburse the board for the building operating costs incurred in connection with the fund-raising activity.

(6) The board disapproves of commercializing any school entertainment by repeating a school performance. Repeat performances may be permitted for good and sufficient reasons only if permission therefor is expressly requested in writing by the principal at the time the permit for the first performance is requested.

9.02 Coordinate activities

(1) Permission for the use of school buildings for coordinate activities may be secured pursuant to the provisions, terms, and conditions hereinafter provided.

(2) ALUMNI MEETINGS. With the approval of the superintendent or his designee alumni associations or other groups of former pupils may be permitted the use of school buildings for the purpose of holding alumni meetings or class reunions. At the request of the principal a permit for such use shall be issued by the ~~secretary-business manager~~ superintendent or his designee. The principal shall be responsible for the building during such use. The use of cafeteria equipment by the aforementioned associations or groups shall not be permitted.

(3) PARENT-TEACHER ASSOCIATIONS.

(a) Permits shall be obtained from the ~~secretary-business manager~~ superintendent or his designee for all meetings, entertainments, and fund-raising activities of parent-teacher associations, or parent groups where there are no parent-teacher associations, and for meetings of their study groups and committees (see par. (g). Buildings may be used during schools hours, 8:00 A.M. to 5:00 P.M., for meetings if approved by the principal and the superintendent.

(b) Applications for meeting permits may be made by the principal or jointly by the principal and the parent-teacher association or parent club, and shall be approved by the superintendent or his designee; applications for permits to hold fund-raising activities shall be made jointly by the principal and the parent-teacher association or parent club and shall be approved at no expense to the organization by the superintendent or his designee. Such applications shall state what admission or other charges are to be made and the purpose for which the proceeds are to be expended.

(j) Recognized parent organizations may be permitted to hold an entertainment or other fund-raising activity in the school once a year, and to make such admission or other charges as they may determine. The funds derived from such activities shall be used for no other purposes than those set forth in the permit application, except by written approval of the superintendent or his designee. Fund-raising activities held in the evening shall be considered one of the 10 evening meetings permitted each year. If a bake sale or candy sale is held in connection with an evening fund-raising activity, permission may be granted to hold such sale during the lunch hour and after school on the day of the evening activity. Permission shall not be granted to hold a card party in the afternoon. In addition to the

one yearly fund-raising activity bake sales may be held on election days.

(k) A financial statement signed by the principal of the school and the treasurer of the parent-teacher association or parent club shall be filed with the ~~secretary-business manager~~ superintendent or his designee after each activity for which an admission or other charge is made, and a copy of such statement shall be posted in the school building for at least one week. The statement shall show the receipts and disbursements connected with the activity and shall be filed within on month after such activity is held.

(l) Money raised by a parent-teacher association or parent club shall be paid to and held by the treasurer of the association or club, and no disbursements for school equipment or other school purposes shall be made therefrom by the association or club without the written approval of the principal of the school. The treasurer of the association or club shall file a written statement with the ~~secretary-business manager~~ superintendent or his designee annually at the close of the school year, showing all receipts from entertainments and other fund-raising activities held during the year and all disbursements from the funds during that period.

9.03 Recreation division activities

(1) When school buildings or premises, or other board-controlled property, has been designated for use under the direction of the division of municipal recreation and community education, that division shall arrange for the services of such help as may be needed to conduct and supervise the program of activities and to perform the janitorial work connected therewith.

(2) Programs conducted in a school building or on board-controlled premises which have been designated for use under the direction of the division of municipal recreation and community education shall be directed by the principal, a recreation supervisor, a recreation instructor IV or V, or a per- session employe of the division of municipal recreation and community education, as approved by the principal and by the superintendent or his designee; the principal and such approved person shall have associate care and supervision of the building and board-controlled premises during the hours such programs are in operation.

(3) The division of municipal recreation and community education may make charges, such as franchise, enrollment, instruction, laboratory, rental, reservation and admission fees, and may sell supplies and equipment to patrons participating in activities as a measure of convenience, as approved by the superintendent or his designee; all such gross receipts shall be deposited with the business department of the board and credited to the extension fund.

(4) All elementary schools in which there are active parent-teacher associations, as well as all secondary schools, are designated as social centers for the purpose of holding cultural entertainments and other community gatherings under the following conditions:

(a) Application by the principal in the case of a secondary school.

(b) Joint application by the principal and parent-teacher association in the case of an elementary school.

(c) Authorization by the superintendent or his designee.

(5) A permit for such use shall be issued by the ~~secretary-business manager~~ superintendent or his designee. Such cultural entertainments and other community gatherings shall be under the direction of the division of municipal recreation and community education. When authorized by that division, an admission charge not exceeding the approximate cost of the entertainment may be charged, and the net proceeds from such entertainment shall be credited to the extension fund.

(ITEM 3) (DOC: 934536) The Interim Director of Governance Affairs/Board Clerk advised your Committee that:

At is meeting on November 22, 1993 (Proc. pp. 325-26), the Board referred the following resolution, which was introduced by Director De Bruin, to the Legislation and Rules Committee:

WHEREAS, One of the Board's goals is fiscal responsibility; and

WHEREAS, The Board cannot achieve this goal and use its resources efficiently and effectively if it does not have the necessary fiscal impact information to assist it in evaluating proposals submitted to it for action; and

WHEREAS, Matters that are brought before the Board for action often do not contain appropriate fiscal impact statements; and

WHEREAS, One of the Board's Strategic Objectives is to develop effectiveness measures so that informed decisions can be made about the allocation of resources for district programs, function and operations; and

WHEREAS, Current Board procedures permit matters to be brought to the Board for action without adequate information to permit informed decisions; and

WHEREAS, The Board is committed to reform its governance to improve the quality of its decisions; therefore, be it

RESOLVED, That the Board Rules be amended as follows:

RESOLUTIONS may be brought before the Board either at a meeting of the Board or at the meeting of a Board Committee. If a resolution is introduced at a Board meeting, it shall be automatically referred to Committee for consideration. A resolution may be introduced at a Committee meeting only if the resolution is placed on the agenda by Committee Chair at Chair's discretion or is sponsored by two or more Board members.

ITEMS AND RESOLUTIONS: All items brought before the Board for action, whether originated by the administration or by Board members, must be accompanied by the following information before Committee consideration and before any Board consideration (but not before introduction at a Board meeting).

Statement regarding compatibility with Strategic Plan.

Reference to statute, MPS Policy or Board Rule sections implicated.

Fiscal Impact Statement prepared by the Budget Office (including workload impact analysis).

Implementation and Assessment Plan.

Superintendent's analysis (and recommendation for items originating with the administration).

Your Committee recommends that the Board Rules be amended as follows:

RESOLUTIONS may be brought before the Board either at a meeting of the Board or at the meeting of a Board Committee. If a resolution is introduced at a Board meeting, it shall be automatically referred to Committee for consideration. A resolution may be

introduced at a Committee meeting only if the resolution is placed on the agenda by Committee Chair at Chair's discretion.

ITEMS AND RESOLUTIONS: All items brought before the Board for action, originated by the administration, must be accompanied by the following information before Committee consideration and before any Board consideration (but not before introduction at a Board meeting).

Statement regarding compatibility with Strategic Plan.

Reference to statute, MPS Policy or Board Rule sections implicated.

Fiscal Impact Statement including workload impact analysis.

Implementation and Assessment Plan.

Superintendent's analysis and recommendation.

* * * * *

(ITEM 4) (DOC: 934537) The Superintendent advised your Committee that:

Proposed 1994 MPS Legislative Package

The Milwaukee Board of School Directors developed a strategic plan for 1993-95 including a mission statement, goals, objectives, and accountability measures. The Board's strategic plan guides the process for implementing the school district's overall improvement plan for the 21st century. Staff members across all the schools and administrative units of the school district are responsible for implementing the strategic plan. Annual action plans are developed for each strategic objective at the central administration level. Each school annually develops a school effectiveness plan around the Board's goals and objectives and the K-12 teaching and learning goals.

The mission of the Milwaukee Public Schools is to accomplish the twin goals of excellence and equity for our diverse student population by ensuring that every Milwaukee Public School will provide each student with a positive attitude toward self and learning, as well as the ability to think creatively and critically, communicate effectively, welcome diversity in people, appreciate the arts, and contribute to society. The Milwaukee Public Schools will accomplish these goals by developing a professionally empowered staff, effective parent collaborations and community partnerships.

The three major goals of the school district are:

- **Academic Achievement** – Student achievement will increase significantly. Students will graduate with the ability to read, write, think critically, and do mathematics at high levels.

- **Equity** – The achievement gap will be closed between minority and non-minority students.

- **Fiscal Responsibility** – To obtain resources necessary to provide quality education and to use these resources efficiently and effectively.

MPS is working to bring together the practices that will merge what we know about effective schools and what we know about effective organizations. First, we must create the conditions known to exist in effective schools. Study after study shows that academic achievement is directly related to the key elements of effective schools.

Effective schools –
•have strong educational leadership that places academic achievement as a primary goal;

- hold high expectations for students;
- ensure safe and orderly climate;

• have increased parental involvement; and
•provide continued professional development for staff.

Second, we must apply what we know about effective organizations.

Effective organizations –
•practice shared decision making at all levels of the organization;
•are service oriented and strive for continuous improvement based on the needs of its "customers";
•embrace change and encourage innovation with creativity and flexibility; and
•hold all individuals in the organization responsible for results with rewards for success and consequences for poor performance.

Over the last two years, the organizational structure of the school system has been changing from a centrally controlled bureaucracy to a "system of schools." For years, school districts across the country have been structured after the old industrial model that is centrally controlled with educational programs that assume all children are the same. The organizational structure of a system of schools breaks out of that old tradition.

The Characteristics of a System of Schools

• **Embraces diversity** – Understands and appreciates the unique interests and needs of all of our students and create a variety of programs to meet those differences.

• **Decentralized decision making** – Moves decision making to the appropriate level in the organization. Allows for more decisions to be made by those who work closest with students at the local school level, thereby reducing central bureaucracy.

• **Shared decision making** – Involves principals, teachers, parents, students, and the school community in the decision-making process. The practice of shared decision making is practiced at the central administrative level as well.

• **Encourages innovation** – Provides for an organizational culture and climate that encourages all employees to be creative and take risks in the best interests of children.

• **Continuous improvement** – Holds schools, programs, and departments accountable for continuous improvement with rewards and consequences for failing to show progress.

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 our students. It means opening up the school district to new and different ideas if it will help students be successful. Some examples are:

•**School within a school** – Breaking down large school into smaller units with a common focus.

•**Satellite schools** – Developing a structure where a successful school could take over for another school that is failing.

•**Public alternative schools** – Establishing alternative educational settings not just for students experiencing discipline problems, but educational alternatives designed to meet the need of our students who are unable to succeed in traditional school settings.

•**Charter schools** – Allowing schools to be managed by others, but still public schools. For example, groups of teachers could submit a proposal for an educational program and receive a charter to run it.

•**Innovative schools** – Allowing schools to be developed by MPS personnel or, in some instances, developed and operated in partnership with outside sources.

•**Lighted school houses** – Providing space in school buildings to serve as family community centers. Inter-agency collaborative community programs aimed at meeting the total needs of families, such as adult/child educational programs, health services, social services, etc.

Some of these ideas are considered controversial and call for risk taking and a willingness to try new approaches. Some will require negotiations with our employee bargaining units. Some will require change in state law. We cannot, however, sit idly by and continue to do more or less of the same things while great numbers of our students continue to fail in our schools.

The 1994 Legislative Package is intended to support legislation which will allow MPS to operate in new and different ways. The specific proposals are designed to create conditions that will facilitate the system's ability to improve academic achievement, provide equity and equal opportunity and assure fiscal responsibility.

Improve Academic Achievement and Provide Equity

The single most important objective of the Milwaukee Public School system is to improve the academic achievement level of its students so that students will graduate with the ability to read, write, think critically, and do mathematics at high levels. In order to move forward to accomplish this objective, MPS proposes the following:

1. Legislation to expand early childhood education programs in order to assure that all children are ready to learn when they enter first grade. To accomplish this, it is important to:

   •provide Head Start for all eligible three and four year olds in Milwaukee; and
   •provide all day kindergarten for all five year olds by increasing the state funded kindergarten program.

2. To improve on the P-5 program, we believe there is a need to:

   •provide a pilot program for selected P-5 schools to develop a specialized curriculum and instructional process, stabilize pupil mobility and monitor results.

3. To open up our system to new ideas and additional innovative approaches to educating our students, we want to have the option of developing charter schools. It is our belief that we need changes in the current law to give the school district maximum flexibility. We therefore call for the revision of the current charter school requirements that:

   • all charter schools be instrumentalities of the school district;
   • all employees be school district employees;
   • per pupil spending be limited to the school district average;
   • prohibit school districts from jointly operating a charter school;
   • give priority to charter schools that serve children at-risk; and
   • all charter school teachers must take six credits annually to maintain provisional certification.

4. To create a variety of educational options for our students, MPS needs the authorization to:

   • contract with private non-sectarian partnership schools in the City for educational services based on predetermined outcome standards; and

- establish innovative public/private partnerships that would enhance the efforts being made to give our students access to the best practices that are available.

5. To give us the tools that are needed to hold schools accountable, MPS needs the authority to close failing schools and authorize the board to assemble a staff that could develop and implement a more effective educational program for the students in that school.

6. To assure the physical safety of our children and our employees, legislation is needed to:

   • provide state assistance for staff awareness and training, peer mediation programs, walk-through metal detectors and appropriate technology.

7. That the administration develop and propose legislation to address problems disclosed by the Bufkin decision.

Fiscal Responsibility

School district efforts to provide an equal educational opportunity for all children are hindered by a school finance system which allows wide disparities among school districts in per pupil wealth as measured by school district spending, property or income and need as measured by AFDC, free lunch eligibility, concentrations of populations with special needs and property tax burden; and existing state laws which obscure the responsibility and actual use of school district capital borrowing.

1. To assure that adequate funds are provided so that every child will have an equal educational opportunity legislation is needed to:

   • provide a school finance system which assures financial equity among school districts and provides assistance to better enable school districts to address extraordinary school costs attributable to concentrations of poverty.

2. To clearly establish the authority, responsibility and purpose for school district capital borrowing, legislation is needed to:

   • provide that general obligation debt incurred by the city for MPS purposes be considered as MPS debt, require that city disapproval of MPS borrowing be in the form of a city resolution, and delete all other statutory restrictions.

Your Committee recommends that the 1994 legislative package as described above be approved.

* * * * *

Separate consideration was requested of all items in the report.

Item 1, relating to revisions of rules and policies relating to payrolls and vendor disbursements, having been set aside for separate consideration, Director Lucey 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.

Item 2, relating to revisions to Board rules relative to the elimination of the Secretary-Business Manager and the establishment of the Office of Governance Affairs, having been set aside for separate consideration, Director Small moved to suspend Board rule 1.08 and adopt the report.

Director Lucey moved to amend the proposed rule revisions by inserting the following language:

3.08 **Tenure**

(b) The deputy superintendent, assistant superintendent, executive assistant to the superintendent, assistant to the superintendent, division directors and department directors and/or staff appointed under Section 5.02, cannot acquire permanent tenure, or credit toward permanent tenure as to the school system, while in these positions. Persons in those positions who previously acquired permanent tenure as to the school system, as provided in (a) above, shall retain that permanent tenure as to the school system.

5.02 **Personnel**

(3) The Board shall determine the compensation, duties and qualifications of the board staff. All board staff shall serve at the will of the board and will be excluded from the classified service under 63.18 through 63.53, Wisconsin Statutes; from tenure rights under Section 119.42, Wisconsin Statutes, and Section 3.08; and membership in the Administrators' and Supervisors' council; all board staff shall reside in the city of Milwaukee within one year of appointment.

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The question being on suspension of Board rule 1.08 and adoption of the rule changes as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 3, relating to a resolution by Director De Bruin regarding submission of resolutions and items for Board action, having been set aside for separate consideration, Director De Bruin moved to suspend Board rule 1.08 and adopt the report.

Director De Bruin moved to amend the Committee's recommendation by inserting the following language:

RESOLUTIONS may be brought before the Board either at a meeting of the Board or at the meeting of a Board Committee. If a resolution is introduced at a Board meeting, it shall be automatically referred to Committee for consideration. A resolution may be introduced at a Committee meeting only if the resolution is placed on the agenda by Committee Chair at Chair's discretion.

All items brought before the Board for action, originated by Board members, must be accompanied by the following information before any Board consideration (but not before introduction at a board meeting):

1. Statement regarding compatibility with Strategic Plan.
2. Reference to statute, MPS policy or Board rule sections implicated.
3. Fiscal impact statement, including workload impact analysis.
4. Implementation and assessment plan.
5. Superintendent's analysis and recommendation.

ITEMS ~~AND RESOLUTIONS~~ ORIGINATED BY THE ADMINISTRATION: All items brought before the Board for action, originated by the administration, must be accompanied by the following information before Committee consideration and before any Board consideration (but not before introduction at a Board meeting).

Statement regarding compatibility with Strategic Plan.

Reference to statute, MPS Policy or Board Rule sections implicated.

Fiscal Impact Statement including workload impact analysis.

Implementation and Assessment Plan.

Superintendent's analysis and recommendation.

The foregoing informational requirements do not apply to congratulatory items or items originated by the administration and presented to the Board pursuant to law or other standing rules of the Board.

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

Ayes—Directors De Bruin and Lucey—2.

Noes—Directors Johnson, Mitchell, O'Neil, Sinicki, Small and President Bills—6.

Director Mitchell moved to amend the Committee's recommendation by deleting the words "including workload impact analysis."

After discussion, there being no objection, Director Mitchell withdrew her amendment.

Director Small moved to amend the Committee's recommendation by changing the words 'Superintendent's analysis and recommendation" to Superintendent's analysis and/or recommendation.

After discussion, there being no objection, Director Small withdrew her amendment.

Director Johnson moved to amend the Committee's recommendation by deleting the words "Fiscal Impact Statement including workload impact analysis."

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

Ayes—Directors Johnson and Mitchell—2.

Noes—Directors De Bruin, Lucey, O'Neil, Sinicki, Small and President Bills—6.

Director Johnson moved to amend the Committee's recommendation to provide that a resolution may be introduced at a committee chairs meeting and will be placed on the agenda of the committee by the committee chair.

Director Lucey moved a substitute to Director Johnson's amendment, that a resolution may be introduced at the committee meeting only if it is submitted to the committee chairs at or before the committee chairs meeting and a majority of the committee chairs members agree to put it on the committee agenda at the committee chair meeting.

The substitute to the amendment failed, the vote being as follows:

Ayes—Directors De Bruin and Lucey—2.

Noes—Directors Johnson, Mitchell, O'Neil, Sinicki, Small and President Bills—6.

The question being on Director Johnson's amendment to provide that a resolution may be introduced at a committee chairs meeting and will be placed on the agenda of the committee by the committee chair, the amendment prevailed, the vote being as follows:

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

Noes—None.

Director De Bruin requested unanimous consent to clarify the wording in paragraph 2 of the Committee's recommendation as follows:

> All items brought before the Board for action, ~~originated by the administration,~~ must be accompanied by the following information before Committee consideration and before any Board consideration (but not before introduction at a Board meeting).

There being no objection, Director De Bruin's request was granted.

The question being on suspension of Board rule 1.08 and adoption of the report as amended by Director Johnson and clarified by Director De Bruin, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 4, relating to legislative initiatives for 1994, having been set aside for separate consideration, Director Mitchell moved to adopt the report.

Director Small requested separate votes on item #3 (charter schools) and item #4 (innovative schools) under "Improve Academic Achievement and Provide Equity."

There being no objection, the request was granted.

The question being on adoption of item #3, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, Sinicki and President Bills—5.

Noes—Directors Johnson and Small—2.

The question being on adoption of item #4, the motion prevailed, the vote being the same as that preceding:

Ayes—5; Noes—2.

Director Lucey moved to amend the report by substituting the following language for item #7 under "Improve Academic Achievement and Provide Equity":

> 7. To avoid the necessity for MPS consideration of administrative tenure in mid-year, legislation is needed to revise the MPS teacher tenure law so that tenure would be earned after completion of three years of continuous and successful probation and beginning the seventh semester of continuous service in the school system.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, Small, Sinicki and President Bills—6.

Noes—None.

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

Ayes—6; Noes—0.

SPECIAL COMMITTEES

The Interim Director of Governance Affairs/Board Clerk presented seven expulsion orders of the Independent Hearing Panel of the Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panels of January 6; January 7 at 9:00 and 11:30 AM; January 11; January 12; January 24; and January 25, 1994.

Director Mitchell requested separate consideration of the reports of January 6; January 7 at 9:00 and 11:30 AM; and January 24, 1994.

There being no objection, the request was granted.

The question being on acceptance of the balance of the reports (January 11; January 12; and January 25, 1994), the motion prevailed, the vote being the same as that preceding:

Aye—6; Noes—0.

The question being on acceptance of the report of January 6, 1994, the motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Sinicki, Small and President Bills—5.

Noes—Director Mitchell—1.

The question being on acceptance of the reports of January 7 and 9:00 and 11:30 AM, 1994, the motion prevailed, the vote being the same as that preceding:

Ayes—5; Noes—1.

Director De Bruin moved that the report of January 24, 1994 be held over for consideration at the next special Board meeting.

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

Ayes—Directors De Bruin and Mitchell—2.

Noes—Directors Lucey, Sinicki, Small and President Bills—4.

The question being on acceptance of the report of January 24, 1994, the motion prevailed, the vote being as follows:

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

Noes—Directors De Bruin and Mitchell—2.

RESOLUTIONS

By Director Lucey:

WHEREAS, Employee disciplinary hearings before the Milwaukee Board of School Directors and its Personnel and Negotiations Committee have in the past consumed undue amounts of time and energy of the Administration, the Board or its Committee, and of the employee involved; and

WHEREAS, Arbitrators have ruled that in conducting such disciplinary hearings, the Board or its Committee need not engage in fact-finding (with testimony and evidence), but can discharge its contractual obligation to provide a "full and fair hearing" by conducting review proceedings much like an appellate court, see, e.g., Disciplinary Action Against George Taylor, Arb. No. A/PM 92-217 (Oct. 5, 1992); now, therefore, be it

RESOLVED, That the Office of Governance Affairs work with the City Attorney's office and the Administration to develop a new set of procedural rules to govern Board and committee disciplinary hearings according to an appellate review model.

Referred to the Committee on Personnel and Negotiations.

By Director Bills:

WHEREAS, One of our National Education Goals is "all children will enter school ready to learn"; and

WHEREAS, Less than half of all poor children are enrolled in pre-school; and

WHEREAS, In a 1991 report for the Youth Initiative, "evidence suggests most children who arrive at Children's Court will never escape from a cycle of poverty, abuse, neglect, and subsequent delinquency"; and

WHEREAS, "Two-thirds of boys who appear at Children's Court for the first time as Children in need of Protective Services (CHIPS cases) will return as delinquents after they reach age twelve"; and

WHEREAS, The MPS discipline policy focuses on sanctions, but more emphasis must be placed on prevention and intervention strategies to reduce suspensions, expulsions and dropouts; and

WHEREAS, One of the goals of the referendum was to provide four-year-old kindergarten and all-day five-year-old kindergarten to all eligible children; and

WHEREAS, Another goal of the referendum was to reduce class size and school size; and

WHEREAS, Small class sizes and small schools allow for greater individual attention; and

WHEREAS, Parents of pre-school age children have recently expressed concerns regarding the safety of transporting very young children; and

WHEREAS, Half-day transportation is costly; and

WHEREAS, More children might be served if space could be found in neighborhood offices, churches or other buildings; and

WHEREAS, Headstart, Weichert, Start Smart, Kids First, and the Youth Initiative all provide models for wrapping services around young children and their families; and

WHEREAS, The African proverb "It takes a whole village to raise a child" demonstrates the need for the commitment of the entire community; now, therefore, be it

RESOLVED, That the administration do a demographic profile of pre-school children and identify schools that would be interested in reducing school and class size; and be it

FURTHER RESOLVED, That the administration work with other governmental agencies and the private and religious sectors to identify space for neighborhood early childhood centers; and be it

FURTHER RESOLVED, That the administration determine potential sources of funding for neighborhood early childhood centers.

Referred to the Committee on Finance and Facilities.

By Director Bills:

WHEREAS, The Board of School Directors is proposing legislative language allowing for ineffective schools to be closed and reopened with a new program and staff; and

WHEREAS, A set of criteria needs to be developed by which ineffective schools can be identified; and

WHEREAS, A method also needs to be developed whereby innovative replacement programs can be identified; and

WHEREAS, A procedure needs to be developed for determining the degree to which innovative programs might address the needs of an ineffective school; now, therefore, be it

RESOLVED, That the administration develop a process which includes criteria and a timeline for identifying schools that fail to educate children, in order that those schools could be closed and reopened with innovative educational programs.

Referred to the Committee on Instruction and Community Relations.

The Board recessed from 11:17 to 11:33 PM.

Director O'Neil left at 11:17 PM.

Director Johnson left at 12:10 AM.

The Board adjourned at 12:40 AM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1994

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	433	419		3	683	14	90	53	9		852
K3	441	310		7	466	41	53	163	21		751
PK	46	24			57	2	2	9			70
K4	2140	2000		39	2258	188	416	1157	82		4140
K5	4318	40953		88	4934	360	951	1891	146	1	8371
01	4945	4614		111	5883	346	1070	2010	138	1	9559
02	4373	4177		97	5177	370	914	1888	103	1	8550
03	4200	3984		86	4901	322	909	1864	102		8184
04	4048	3888		90	4730	340	867	1827	82		7936
05	3985	3829		78	4665	329	895	1763	84		7814
06	3831	3572		93	4410	299	792	1724	85		7403
07	3756	3495		86	4405	268	780	1649	63		7251
08	3576	3566		97	4302	241	764	1670	68		7142
09	4162	4222		116	4991	233	993	1983	68		8384
10	3255	3352		82	3734	204	722	1806	59		6607
11	2401	2652		61	2655	177	491	1613	55	1	5053
12	1849	1986		46	1854	165	367	1360	43		3835
13	5							5			5
Invalid	1										1
TOTAL	51765	50143		1180	60105	3899	11077	24435	1208	4	101908

Total Active Detached..... 58 (Included above) Total Suburban Transfers—5865

Total Inactive..... 676(Not included above)

Brown Deer	168	Glendale/River	117	Mequon-Thiensville	202	St. Francis	147
Cudahy	272	Hills	255	New Berlin	118	Wauwatosa	833
Elmbrook	292	Greendale	303	Nicolet	152	West Allis	334
Fox Point	134	Greenfield	71	Oak Creek	313	Whitefish Bay	411
Franklin	390	Hamilton	82	Shorewood	290	Whitnall	266
Germantown	42	MapleDale-IndianHills	331	South Milwaukee	342	TOTAL	5865
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1599	75.2	118.0	6.0	Milwaukee Tech	1705	83.4	121.0	4.0
Custer	1156	70.2	92.0	5.0	North Division	911	64.9	84.0	4.0
Hamilton	1786	82.0	124.0	5.0	Pulaski	1469	77.9	103.0	5.0
Juneau	862	82.8	67.0	3.0	Riverside	1400	84.3	103.0	5.0
King	1210	88.1	72.0	4.0	South Division	1795	73.9	160.0	5.0
Madison	1214	79.6	96.0	5.0	Vincent	1332	69.8	94.0	5.0
Marshall	1222	87.7	96.0	5.0	Washington	1631	83.4	130.0	5.0
MHSA	836	87.2	64.0	3.0	TOTAL	20128	79.7	1524.0	69.0

MIDDLE SCHOOLS

Audubon	948	80.9	71.0	4.0	Muir	921	81.8	78.0	4.0
Bell	896	79.5	71.0	3.0	Parkman	574	80.9	45.0	3.0
Burroughs	928	82.4	74.0	4.0	Robinson	517	89.0	42.0	2.0
Edison	788	78.8	75.0	3.0	Roosevelt	630	84.9	47.0	3.0
Fritsche	988	84.5	85.0	4.0	Sarah Scott	637	82.3	52.0	3.0
Grand Avenue	637	82.0	66.0	3.0	Sholes	863	80.6	75.0	3.0
Kosciuszko	741	74.3	82.0	4.0	Steuben	928	82.0	70.0	4.0
Lincoln	645	82.1	47.0	3.0	Walker	839	78.5	71.0	3.0
Malcolm X	592	68.6	55.0	4.0	Webster	1022	85.2	76.0	4.0
Acad	786	80.7	64.0	3.0	Wright	771	89.5	63.0	3.0
Milw.Ed.Center	1128	87.6	77.0	4.0	TOTAL	16759	82.1	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	399	79.9	20.0	1.0	Humboldt Park	618	84.6	49.0	2.0
Allen Field	1026	81.7	85.0	2.0	Irving	660	82.3	51.0	2.0
Auer	612	79.7	58.0	2.0	Kagel	352	83.7	45.0	2.0
Barton	572	86.3	33.0	3.0	Keefe Av.	623	83.4	58.0	2.0
Brown Street	558	83.3	72.0	3.0	Kilbourn	424	79.3	40.0	1.0
Browning	424	85.9	34.0	1.0	Kluge	568	80.4	47.0	2.0
Bruce	557	83.1	38.0	2.0	LaFollette	645	78.1	61.0	2.0
Bryant	634	81.0	39.0	3.0	Lancaster	590	81.5	35.0	2.0
Burbank	571	84.8	32.0	2.0	Lee	614	81.7	57.0	2.0
Burdick	487	82.8	40.0	1.0	Lincoln Av.	649	82.1	43.0	2.0
Carleton	470	88.4	29.0	2.0	Lloyd St.	555	84.4	43.0	2.0
Cass	620	83.3	50.0	2.0	Longfellow	634	832.4	44.0	2.0
Clarke	509	82.5	51.0	2.0	Lowell	296	85.3	17.0	1.0
Clemens	434	83.6	34.0	1.0	MacDowell	528	85.8	45.0	1.0
Clement	440	85.7	31.0	1.0	Manitoba	373	86.3	39.0	2.0
Congress	481	85.1	30.0	1.0	Maple Tree	519	81.7	30.0	2.0
Cooper	401	78.1	27.0	1.0	Maryland Av.	342	83.7	27.0	2.0
Curtin	346	82.6	24.0	1.0	McNair	267	82.9	23.0	1.0
Doerfler	677	83.3	37.0	2.0	Meir	237	92.4	19.0	1.0
Douglass	296	82.0	23.0	1.0	Milw.Im.French	393	85.8	29.0	1.0
Dover	614	80.7	39.0	2.0	Milw.Im.German	544	90.7	42.0	2.0
Dr. King	537	80.9	57.0	2.0	Milw.Im.Spanish	516	85.1	40.0	1.0
Eighty-first	466	84.3	25.0	1.0	Mitchell	754	83.9	50.0	2.0
Elm	560	88.9	42.0	1.0	Morgandale	621	83.3	49.0	1.0
Emerson	288	85.9	22.0	1.0	Multilingual	358	90.2	41.0	1.0
Engleburg	525	86.1	37.0	2.0	Neeskara	417	85.2	31.0	1.0
Fairview	557	84.8	54.0	2.0	Ninety-fifth	321	86.2	24.0	1.0
Fernwood	437	82.4	30.0	2.0	Palmer	591	75.0	60.0	2.0
Fifty-third	404	87.2	27.0	1.0	Parkview	424	84.4	27.0	1.0
Forest Home	946	83.3	80.0	3.0	Phillip	339	82.1	29.0	1.0
Franklin	603	84.6	61.0	2.0	Pierce	573	78.9	69.0	2.0
Fratney	367	82.6	34.0	1.0	Riley	671	78.9	53.0	2.0
Gaenslen	716	76.3	76.0	2.0	River Trail	358	80.2	20.0	1.0
Garden Homes	511	81.8	46.0	2.0	Seventy-eighth	556	76.5	44.0	2.0
Garfield	431	92.4	34.0	1.0	Sherman	590	86.2	31.0	2.0
Garland	361	84.1	20.0	1.0	Siefert	613	81.0	54.0	2.0
Goodrich	438	88.5	25.0	2.0	Silver Spring	386	82.4	29.0	1.0
Grant	584	83.9	36.0	2.0	Sixty-fifth	385	85.2	27.0	1.0
Grantosa	635	83.1	44.0	2.0	Starms	388	78.1	41.0	1.0
Granville	408	84.1	31.0	2.0	Story	510	77.0	49.0	2.0
Green Bay Av.	557	82.7	62.0	2.0	Stuart	327	88.3	24.0	1.0
Greenfield	382	86.9	34.0	1.0	Thirty-eighth	573	87.8	39.0	2.0
Hampton	595	82.8	39.0	3.0	Thirty-fifth	360	84.2	22.0	1.0
Happy Hill	500	84.0	29.0	2.0	Thirty-first	518	86.4	42.0	1.0
Hartford	609	84.5	34.0	2.0	Thirty-seventh	539	77.4	54.0	2.0
Hawley	334	83.4	23.0	1.0	Thoreau	710	82.9	49.0	2.0
Hawthorne	353	81.2	27.0	1.0	Thurston Woods	353	76.8	29.0	1.0
Hi-Mount	450	79.9	29.0	1.0	Tippecanoe	243	82.5	16.0	1.0
Holmes	740	73.6	81.0	2.0	Townsend	520	87.8	36.0	1.0
Honey Creek	337	85.1	29.0	1.0	Trowbridge	361	84.2	32.0	1.0
Hopkins	762	77.0	71.0	2.0	Twenty-first	595	86.0	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	658	84.2	65.0	2.0	Whitman	400	83.2	35.0	1.0
Urban Waldorf	291	83.6	24.0	1.0	Whittier	211	88.6	10.0	1.0
Victory	480	91.5	37.0	2.0	Wisconsin Av.	696	77.5	56.0	3.0
Vieau	619	81.9	61.0	2.0	Zablocki	610	86.2	44.0	2.0
Wheatley	704	82.4	67.0	2.0	TOTAL	56101	83.2	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	53	71.6	1.0	1.0	Manitoba Ortho.	114	78.6	4.0	.0
Craig	141	59.6	30.0	1.0	Phoenix Alt. HS	155	45.1	9.0	1.0
Hayes	101	61.3	30.0	1.0	Pleasant View	97	79.7	17.0	1.0
Kilmer	292	83.6	22.0	1.0	Sixty-eighth	235	43.1	16.0	1.0
Lady Pitts	238	57.0	30.0	1.0	Stay	105	67.6	10.0	1.0
Lapham Park	89	68.9	17.0	1.0	Commun. Based	1101		0	.0
Lavarnway	14	95.0	0	1.0	TOTAL	2735	66.6	186.0	11.0
					MPS TOTAL			7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1994
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	37	1	2375	35	33	1	415	7	873	30	36	2	3769	76	3845
Emotion. Dist.	28	1	1342	49	4	0	100	5	431	20	24	1	1929	76	2005
Autistic	0	0	77	8	1	0	5	1	47	1	1	0	131	10	141
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	32	50	1	0	7	6	12	42	0	0	53	98	151
Physically Hdcp.	4	0	356	64	17	2	68	8	214	30	7	2	666	106	772
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	106	25	19	2	25	8	87	17	8	0	248	52	300
Mentally Ret.	12	3	1532	225	20	11	168	26	365	102	15	2	2112	369	2481
Speech/Languag	36	16	2238	1396	44	49	335	257	973	660	44	35	3670	2413	6083
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	121	21	8058	1852	139	65	1123	318	3002	902	135	42	12578	3200	15778
Ethnic Totals	142		9910		204		1441		3904		177		15778		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 7, 1994

Special meeting of the Board of School Directors called to order by President Pro Tempore Mitchell at 6:38 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki and President Pro Tempore Mitchell—5.

Absent and excused—Directors Johnson, Small and President Bills—3.

Vacancy on Board—1.

The Acting Assistant to the Director of Governance Affairs read the following call of the meeting:

February 4, 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, February 7, 1994 at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation and negotiations matters.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e) and (g), may retire to executive session to deliberate these matters and reconvene in open session for action on matters considered in executive session, including, but not limited to, a transfer of funds to effect the settlement of a matter currently the subject of litigation.

This meeting immediately precedes the regular February meeting of the Personnel and Negotiations Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Sinicki moved that the Board retire to executive session for the purpose of discussing litigation and negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, O'Neil, Sinicki and President Pro Tempore Mitchell—5.

Noes—None.

The Board retired to executive session at 6:39 PM.

The Board reconvened in open session at 7:41 PM.

Director De Bruin moved that $45,000 be transferred from the School Operations Contingent Fund to the appropriate accounts to fund the settlement agreement in the matter of Theadoll Taylor v. Board of School Directors.

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

Ayes—5; Noes—0.

The Board adjourned at 7:42 PM.

ROBERT J. LAWRENCE
Acting Assistant to the Director of
Governance Affairs

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 10, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:11 PM.

Present—Directors De Bruin, Lucey, Mitchell (6:14 PM), O'Neil, Small and President Bills—6.

Absent and excused—Directors Johnson and Sinicki—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

February 4, 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, February 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 conducting the performance evaluation of the Interim Director of Governance Affairs.

In order to conduct the performance evaluation, the Board may retire, pursuant to Wisconsin Statutes 19.85 (1) (c), to executive session.

This meeting immediately precedes the regular February meeting of the Finance and Facilities Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director De Bruin moved that the Board retire to executive session for the purpose of conducting the performance evaluation of the Interim Director of Governance Affairs.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:13 PM.

The Board adjourned from executive session at 7:56 PM.

RONALD J. VAVRIK

Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 17, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:03 PM.

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

Absent and excused—Directors Mitchell and Sinicki—2.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

February 15, 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, February 17, 1994 AT 5:45 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) considering and possibly taking action relative to the classification of positions assigned to the Office of Governance Affairs and 2) considering and possibly taking action relative to the terms of employment, compensation and reassignment of the Interim Director of Governance Affairs/Board Clerk.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (c), may retire to executive session to consider these matters and may reconvene in open session to take action upon them.

This meeting immediately precedes a special meeting of the Board of School Directors scheduled for 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved that the Board retire to executive session for the purpose of considering the classification of positions assigned to the Office of Governance Affairs and considering the terms of employment, compensation and reassignment of the Interim Director of Governance Affairs/Board Clerk.

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 retired to executive session at 6:05 PM.

The Board reconvened in open session at 6:40 PM.

Director De Bruin moved that the position of Chief Auditor be classified at Level 13A .

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

Ayes—6; Noes—0.

Director Small moved to approve a two week extension of the Interim Director of Governance Affairs/Interim Clerk's contract, effective February 15, 1994, and that a lump sum payment be made based on the accrued vacation.

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

Ayes—6; Noes—0.

Director Lucey moved that a two percent merit pay increase be approved for the Interim Director of Governance Affairs/Board Clerk, retroactive to July 1, 1993.

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

Ayes—6; Noes—0.

Director Lucey moved that the Interim Director of Governance Affairs/Interim Clerk be assigned to the position of Chief Auditor, effective March 1, 1994, consistent with the memorandum of understanding adopted earlier.

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

Ayes—6; Noes—0.

The Board adjourned at 6:45 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 17, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:48 PM.

Present—Directors De Bruin, Lucey, O'Neil, Sinicki and President Bills—5.

Absent and excused—Directors Johnson, Mitchell and Small—3.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

February 15, 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, February 17, 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.

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 Section 19.85 (1) (b), Wisconsin Statutes.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small 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 De Bruin, Lucey, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:51 PM.

At the request of the teacher, the hearing was closed and the Committee of the Whole retired to executive session at 6:52 PM.

The Committee of the Whole reconvened in open session at 8:45 PM.

The Committee of the Whole rose at 8:47 PM.

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

Your Committee reports having 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).

Your Committee finds that there was cause to discipline Marvin Reed based on unprofessional conduct by engaging in the illegal activity of possession of cocaine with intent to deliver.

Your Committee recommends that the decision of the Superintendent to terminate Marvin Reed from his teaching position with the Milwaukee Public Schools be sustained.

Director Lucey moved that the Board concur in and approve the findings and recommendation of the Committee of the Whole.

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

Ayes—5; Noes—0.

The Board adjourned at 8:48 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 23, 1994

Special meeting of the Board of School Directors called to order by President Bills at 7:10 PM.

Present—Directors De Bruin, Johnson (7:13 PM), Lucey, Mitchell, O'Neil, Sinicki (7:57 PM), Small (7:26 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

The Interim Director of Governance Affairs/Board Clerk read the following call of the meeting:

February 18, 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 Wednesday, February 23, 1994 at 7:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters.

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

This meeting immediately precedes the regular monthly meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director O'Neil moved that the Board retire to executive session for the purpose of discussing litigation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:12 PM.

The Board adjourned from executive session at 8:10 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 23, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 8:13 PM.

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

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence in memory of Samual Miller and Dorothy Yarbrough, MPS students who were murdered on January 1 and February 21, 1994.

APPROVAL OF MINUTES

The minutes of the special Board meetings of January 8; January 11; January 12; January 13 at 5:45 PM and 6:00 PM; January 19; January 26 at 5:30 PM and 6:00 PM; and the regular Board meeting of January 26, 1994 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

February 23, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

Be Ware
Milwaukee Trade and Technical High School

Be Ware was awarded the 1993 Kodak Young Leader Award, sponsored by the Eastman Kodak Company. The award was established to honor select high school sophomores across the nation for their outstanding contributions to school and community. Ware was selected for his leadership skills and academic achievement. He has a 4.0 grade point average, is a group commander of Milwaukee Trade and Technical High School's Air Force Junior ROTC, and is a member of the school's math and debate teams. Ware is also a member of the Milwaukee Emergency Services Squadron, a local Civil Air Patrol unit located at Timmerman Field, where he has the rank of cadet captain. As a member of this unit, he takes a class in aerospace history, model rocketry, and moral leadership. His career goal is to become an engineer and eventually start his own aeronautics firm.

All in the Milwaukee Public Schools and the entire school community extend hearty congratulations to Be Ware on his achievements.

HOWARD FULLER, PH.D.

Superintendent of Schools

Rceived and ordered placed on file.

(Item 2)

February 23, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Claim filed against the City of Milwaukee School Board and the City of Milwaukee by Ms. Pamela R. Resnick, attorney, on behalf of Maria Orona, a minor, and her parents, Maria and Jose Orona, for injuries allegedly sustained by Maria Orona at the Milwaukee Trade and Technical High School on May 7, 1992.

   Claim is made in the sum of $270,689.02.

2. Claim For Damages against the Milwaukee Public School System/Board of School Directors by Mr. Richard Fuller, attorney, on behalf of Deja Thomas, a minor, and his parent, Victoria Thomas, for injuries allegedly sustained by Deja Thomas at the Thirty-Seventh Street School on May 7, 1993.

   Claim is made in the sum of $50,000.

The CNA Insurance Companies which were the providers of the Board's comprehensive general liability insurance policy coverage at the time of the alleged incident have requested that the Board disallow claim No. 1. Wausau Insurance Companies, the third party administrator which currently handles the liability claims filed against the district, has requested that claim No. 2 be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, these disallowances will permit the claimants a period of six months in which to bring suit, if they so desire.

HOWARD FULLER, PH.D.
Superintendent of Schools

(above-mentioned documents attached)

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

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

Noes—None.

COMMUNICATION FROM THE INTERIM DIRECTOR OF GOVERNANCE AFFAIRS

February 23, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

The following communication is being submitted on behalf of the Board of School Directors:

It is recommended that, effective March 1, 1994, Nancy R. Noeske be appointed to the position of Director of Governance Affairs/Board Clerk, and that the employment contract with her be approved.

The employment contract has been provided to Board members under separate cover.

RONALD J. VAVRIK
Interim Director/Board Clerk

Director Small moved to appoint Nancy R. Noeske to the position of Director of Governance Affairs/Board Clerk and to approve her employment contract.

Director Mitchell moved that the Board retire to executive session for the purpose of discussing the employment contract.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson —1.

The Board retired to executive session at 8:22 PM.

The Board reconvened in open session at 8:45 PM.

The question being on the appointment Nancy R. Noeske to the position of Director of Governance Affairs/Board Clerk and the approval of her employment contract, the motion prevailed, the vote being the same as that preceding:

Ayes—7; Noes—0; Temporarily absent—1.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) (DOC: 934560) 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. Your Committee recommends that these appointments, promotions, reinstatement and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Robert Brieske Fac. & Main. Services	Electrician $20.38/hr.($40,760.00/yr.) (Replacement for resignation)	02-14-94

Jerome Cline Pulaski	Boiler Attendant Trainee $19,746.48/yr. (Replacement for promotion)	01-10-94

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, CONT'D	
Elaine Gessner 65th	Clerk Typist I $13,019.77/yr. (Replacement for transfer)	01-17-94
Migdalia Gonzalez Allen-Field	Clerk Typist I $12,551.33/yr. (Replacement for leave)	01-03-94
James Hadlock School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	01-05-94
William McCarthy Custer	Boiler Attendant Trainee $19,746.48/yr. (Replacement for promotion)	01-10-94
Cassandra Sutton School Nutrition	Food Service Manager Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	01-05-94
Theodore Tuchel North Division	Boiler Attendant Trainee $19,746.48/yr. (Replacement for promotion)	01-31-94
Timothy Wayd Hamilton	Boiler Attendant Trainee $19,746.48/yr. (Replacement for promotion)	01-10-94
Katherine Webster Human Resources	Clerk Typist I $15,138.50/yr. (Replacement for termination)	01-17-94
	PROMOTIONS	
Barbara Acker Allen-Field	Food Service Manager I $16,525.96/yr.	01-31-94
Lorie Burgos Lincoln Middle	School Secretary II $22,376.90/yr.	01-03-94
Eric Coleman School Nutrition	Food Service Manager Trainee $7.13/hr.($9,532.81/yr.)	01-05-94
Carolyn Edwards Edison	School Secretary I $14,356.89/yr.	01-26-94
Kristine Goff Story	Food Service Manager III $14,424.11/yr.	01-26-94
Kenneth Gotz Robinson	Boiler Attendant Trainee $19,746.48/yr.	01-10-94

Name and Assignment	Position and Salary	Date
	PROMOTIONS, CONT'D	
Leslie Johnson 37th	Food Service Manager I $11,806.56/yr.	01-04-94
Linda Lewandowski Burbank	School Secretary I $14,356.89/yr.	01-13-94
Lorie Lorum Alcott	School Secretary I $14,356.89/yr.	02-08-94
Richard Lumley Steuben	Boiler Attendant Trainee $19,746.48/yr.	01-17-94
Althea Matlock Sherman	Food Service Manager III $14,452.12/yr.	01-12-94
Daniel Metz South Division	Boiler Attendant Trainee $23,246.08/yr.	01-17-94
Lisa Moeck MHSA	Boiler Attendant Trainee $19,746.48/yr.	01-10-94
Tamra Olejniczak Hartford	School Secretary I $14,356.89/yr.	01-26-94
Scott Onisch Juneau	Boiler Attendant Trainee $19,746.48/yr.	01-10-94
Virgel Scott School Nutrition	Food Service Manager Trainee $7.35/hr.($9,826.95/yr.)	01-05-94
Mary Sherwood Milwaukee Education Ctr.	Food Service Manager V $15,774.90/yr.	01-26-94
Janice Szemborski School Nutrition	School Secretary III $25,727.78/yr.	01-31-94
Martha Washington Warehouse & Distrib. Serv.	Material Handler II $27,427.92/yr.	01-03-94
Debra Yerkes School Nutrition	Food Service Manager Trainee $7.37/hr.($9,853.69/yr.)	01-05-94
Ann Zarling School Nutrition	Food Service Manager Trainee $7.57/hr.($10,121.09/yr.)	01-05-94
Grace Zimmerman Madison	School Secretary I $14,356.89/yr.	01-26-94
	REINSTATEMENTS	
Steven Reszczynski North Division	Building Service Helper II $23,512.06/yr.	01-10-94

Name and Assignment	Position and Salary	Date

CHANGES IN STATUS

Linda Anderson Milwaukee Tech.	Food Service Manager V $19,128.01/yr.	09-30-93
Angelica Amparo Bilingual Multicultural Ed.	School Secretary I $18,008.90/yr.	03-07-94
Janice Lesniewski Sarah Scott	Food Service Manager IV $15,853.00/yr.	09-30-93

* * * * *

(ITEM 2) (DOC: 934561) 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 August 25, 1993, and September 6, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Erika J. Schrauth EC:EEN	B	25,472	1	08-25-93
(nr)	Sandra M. Friedel Elementary/Computer	B	27,898	3	08-26-93
Effective between November 9, 1993, and November 19, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Sheri L. Easter Elementary	B	26,685	2	11-10-93
(nr)	Pauline A. Ruka Elementary	B	27,898	3	11-15-93
Effective between November 22, 1993, and December 3, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	John D. Fiandt Elementary	B	24,259	0	12-01-93
Effective between December 6, 1993, and December 16, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Christine A. Anderson Elementary/Grade 5	B	24,259	0	12-06-93
(nr)	Marie A. Bodenbach Mathematics	B	24,259	0	12-14-93

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Start Date
Effective between December 17, 1993, and January 12, 1994, inclusive:					
(r)	Ami T. Heindel E. D.	B	24,259	0	01-10-94
Effective between December 17, 1993, and January 12, 1994, inclusive:					
(r)(a)	Diana H. Keller Speech Pathology	C	31,525	3.5	01-10-94
Effective between December 17, 1993, and January 12, 1994:					
(r)	Molly A. Van Den Heuvel Speech Pathology	B	24,259	0	01-10-94
Effective between January 13, 1994, and January 25, 1994, inclusive:					
(nr)	Mark F. Czaplewski Mathematics	B	24,259	0	01-24-94
(nr)	Mark A. Elworthy Biology/BF Science	B	24,259	0	01-24-94
(nr)	Yolanda Y. Everson Dance	B	24,259	0	01-24-94
(r)	Clara Herrera-Mier Mathematics	B	24,259	0	01-24-94
(nr)	Kathleen A. Leonard Dance	B	24,259	0	01-24-94
(r)	Suzann E. Muinde E. D.	B	24,259	0	01-24-94
Effective between January 13, 1994, and January 25, 1994, inclusive:					
(r)	Ajamu A. Olaniyan Grade 4	B	24,259	0	01-24-94
(r)	Meg L. Pawlicki L. D.	B	25,472	1	01-24-94
(r)	Elizabeth J. Pesch Hearing Impaired	C	30,154	2	01-24-94
(r)	Kelly L. Phillippo Kindergarten	B	24,259	0	01-24-94
(r)	Damon V. White	B	24,259	0	01-24-94

Upper Elementary/English

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Start Date
Effective between January 13, 1994, and January 25, 1994, payroll:					
(r)	Vicki J. Grant	B	37,601	3.5	01-17-94

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

* * * * *

(ITEM 3) (DOC: 934562) 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)	Eve M. Hall	Executive Assistant to the Superintendent (School-to-Work)	Schedule IIIE, Range 12A $65,000
(r)	Clement Magner	Coordinator, Office of Crisis Prevention and Intervention	Schedule III, Range 9A $63,463
(r)	Anne Beamon	Assistant Principal Brown Street Academy	Schedule III, Range 10D $56,747
(r)	Cassandra Brown	Assistant Principal Bryant Elementary School	Schedule III, Range 10D $44,101
(r)	Carol Von Kaenel	Assistant Principal Hampton Elementary School	Schedule III, Range 10D $56,747
(r)	Carol Topinka	Assistant Principal Manitoba Elementary School	Schedule III, Range 10D $55,588

(r) Resident

* * * * *

(ITEM 4) (DOC: 934563) Your Committee recommends that the following leaves of absence and curtailment of leave be, and they hereby are, granted effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1994:		
Jenny Antoine	Philipp	November 8, 1993
Illness Leave, to June, 1994:		
Alice Edgar	Multilingual/Multicultural	January 14, 1994
Charlotte Foryan	Marshall	January 25, 1994
Deanne Pankratz	78th Street	December 6, 1993
Robin Rafaelidys	Roosevelt	January 25, 1994

Marie Ruvolo	Riverside	November 30, 1993

LEAVES OF ABSENCE, CONT'D

Maternity Leave, to June, 1994:		
Mary Brueckner	Silver Spring	December 8, 1993
Personal Leave, to January, 1995:		
Eileen Bell	Marshall	January 25, 1994
Maralyn Wellauer	Madison	January 25, 1994
Timothy Wolf	Milw. Trade & Tech	January 25, 1994
Study Leave, to June, 1994		
Thomas Kuenning	Vieau	January 25, 1994
Extension of Leave for Illness, to June, 1994:		
Inez Mathews	On Leave	January 25, 1994
Extension of Leave for Illness, to January, 1995:		
Anthony Long	On Leave	January 25, 1994
Extension of Leave for Maternity, to June, 1994:		
Barbara Moeser	On Leave	January 25, 1994

CURTAILMENT OF LEAVE:

Mary Jo Krolikowski	--Was granted a Child Rearing Leave from October 7, 1993 through June, 1994. Curtailed as of January 31, 1994.

* * * * *

(ITEM 5) (DOC: 934964) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Position	Effective Date
Thomas J. Clark	Teacher	12-17-93
Patricia E. Cvejic	Teacher	01-24-94
James M. Grippando	Teacher	01-26-94
Cami Lin Janzen	Teacher	01-21-94
Neil A. Lebo	Counselor	01-07-94
Natividad L. Santos	Teacher	12-14-93
Mary K. Stauffer	Teacher	01-21-94
Daniel R. Strobel	Teacher	01-21-94
Walter J. Zezeus	Teacher	06-13-94
Kelly S. Zima	Teacher	01-28-94

* * * * *

(ITEM 6) (DOC: 934557) The Superintendent advised your Committee that:

At its meeting on January 26, 1994 (Proc. p. 465), the Board referred the following resolution, which was introduced by Director Lucey, to the Personnel and Negotiations Committee:

WHEREAS, Employee disciplinary hearings before the Milwaukee Board of School Directors and its Personnel and Negotiations Committee have in the past consumed undue amounts

of time and energy of the Administration, the Board or its Committee, and of the employee involved; and

WHEREAS, Arbitrators have ruled that in conducting such disciplinary hearings, the Board or its Committee need not engage in fact-finding (with testimony and evidence), but can discharge its contractual obligation to provide a "full and fair hearing" by conducting review proceedings much like an appellate court, see, e.g., Disciplinary Action Against George Taylor, Arb. No. A/PM 92-217 (Oct. 5, 1992); now, therefore, be it

RESOLVED, That the Office of Governance Affairs work with the City Attorney's office and the Administration to develop a new set of procedural rules to govern Board and committee disciplinary hearings according to an appellate review model.

Your Committee recommends that the Office of Governance Affairs and the Administration work with the City Attorney's office to develop a new set of procedural rules to govern Board and committee disciplinary hearings according to an appellate review model.

* * * * *

(ITEM 7) (DOC: 934566) The Superintendent advised your Committee that:

Funding in the amount of $58,131 is provided in the 1993-94 budget for continuation of the Family Preservation program. This program is a collaborative effort between the Milwaukee Department of Health and Human Services and the Milwaukee Public Schools. Program funding has been primarily underwritten by grants from the Phillip Morris Companies. This funding has terminated.

When the 1993-94 budget was adopted, authorization for a position of Coordinator of the Family Preservation program was inadvertently omitted. This position was previously funded from grant funds. As indicated above, funding is included in the budget for this position.

A report on the program has been submitted to the Instruction and Community Relations Committee for review this month.

Your Committee recommends that a position of Coordinator—Family Preservation Program, Schedule III, Range 8a, be created.

* * * * *

(ITEM 8) (DOC: 934567) The Superintendent advised your Committee that:

On August 24, 1993, the Board of School Directors approved agency contracts with a number of community based organizations and schools to provide alternative education programs for children at risk under Wis. Statute 118.53. At that time, the Division of Alternative Programs had the position authority to place 16 MPS teachers in partnership school alternative programs. Although only one (1) MPS teacher is usually assigned per partnership school, one community organization chose to have all the alternative teachers be MPS teachers.

As a result, the Division of Alternative Programs is requesting approval to increase the number of authorized MPS teacher positions in Partnership Schools from 16 to 19 teachers. Funds to support these positions are already included in the Division of Alternative Programs agency agreements budget under contracted services. The cost of providing the MPS teachers is deducted from the total contract amount for each partnership school.

Your Committee recommends that approval be given to increase the position authority of the Division of Alternative Programs under its agency budget which supports the assignment of MPS teachers to partnership schools from 16 to 19 teacher positions, with funds to be transferred within the agency agreements budget to accommodate this change.

* * * * *

(ITEM 9) (DOC: 934568) The Superintendent advised your Committee that Director Mitchell had requested Committee consideration of the following resolution:

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.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 10) 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 February 7, 1994.

A. Affirmative Action Report for January, 1994.
B. Report on the Independent Hearing Panel Ombudspersons.
C. Report on the Truancy Abatement Burglary Suppression Program.

* * * * *

Separate consideration having been requested of Items 2, 6 and 8, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2 of the report, relating to the appointment of teachers, 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 6, relating to procedures for hearing misconduct appeals, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Lucey moved to direct the administration to report to the Committee in May.

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

Ayes—8; Noes—0.

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

Ayes—8; Noes—0.

Item 8, relating to an increase in position authority for teacher in partnership alternative schools, having been set aside for separate consideration, Director Johnson moved to adopt the report.

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

Ayes—8; Noes—0.

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) (DOC: 934558) The Superintendent advised your Committee that:

At its meeting on January 26, 1994 (Proc. p. 466), the Board referred the following resolution, which was introduced by President Bills, to Committee:

> WHEREAS, One of our National Education Goals is "all children will enter school ready to learn"; and
> WHEREAS, Less than half of all poor children are enrolled in pre-school; and
> WHEREAS, In a 1991 report for the Youth Initiative, "evidence suggests most children who arrive at Children's Court will never escape from a cycle of poverty, abuse, neglect, and subsequent delinquency"; and

WHEREAS, "Two-thirds of boys who appear at Children's Court for the first time as Children in need of Protective Services (CHIPS cases) will return as delinquents after they reach age twelve"; and

WHEREAS, The MPS discipline policy focuses on sanctions, but more emphasis must be placed on prevention and intervention strategies to reduce suspensions, expulsions and dropouts; and

WHEREAS, One of the goals of the referendum was to provide four-year-old kindergarten and all-day five-year-old kindergarten to all eligible children; and

WHEREAS, Another goal of the referendum was to reduce class size and school size; and

WHEREAS, Small class sizes and small schools allow for greater individual attention; and

WHEREAS, Parents of pre-school age children have recently expressed concerns regarding the safety of transporting very young children; and

WHEREAS, Half-day transportation is costly; and

WHEREAS, More children might be served if space could be found in neighborhood offices, churches or other buildings; and

WHEREAS, Headstart, Weichert, Start Smart, Kids First, and the Youth Initiative all provide models for wrapping services around young children and their families; and

WHEREAS, The African proverb "It takes a whole village to raise a child" demonstrates the need for the commitment of the entire community; now, therefore, be it

RESOLVED, That the administration do a demographic profile of pre-school children and identify schools that would be interested in reducing school and class size; and be it

FURTHER RESOLVED, That the administration work with other governmental agencies and the private and religious sectors to identify space for neighborhood early childhood centers; and be it

FURTHER RESOLVED, That the administration determine potential sources of funding for neighborhood early childhood centers.

Your Committee recommends that the administration identify schools that would be interested in reducing school and class size; explore working with other governmental agencies and the private and religious sectors to identify space for neighborhood early childhood centers; and determine potential sources of funding for neighborhood early childhood centers, with a report back to the Committee in August.

* * * * *

(ITEM 2) (DOC: 934559) The Superintendent advised your Committee that:

At its meeting on January 26, 1994 (Proc. pp. 466-467), the Board referred the following resolution, which was introduced by President Bills, to the Instruction and Community Relations Committee:

WHEREAS, The Board of School Directors is proposing legislative language allowing for ineffective schools to be closed and reopened with a new program and staff; and

WHEREAS, A set of criteria needs to be developed by which ineffective schools can be identified; and

WHEREAS, A method also needs to be developed whereby innovative replacement programs can be identified; and

WHEREAS, A procedure needs to be developed for determining the degree to which innovative programs might address the needs of an ineffective school; now, therefore, be it

RESOLVED, That the administration develop a process which includes criteria and a timeline for identifying schools that fail to educate children, in order that those schools could be closed and reopened with innovative educational programs.

The Accountability Plan for the Milwaukee Public Schools is based on standards established by the Board of School Directors and correlated to the Board goals of student achievement, equity, and fiscal responsibility. The Accountability Plan is a part of the planning document, *Education*

for the 21st Century, which is under development and will be brought to the Board at a future date.

During the 1993-1994 school year, all schools are addressing the improvement of student success in accordance with specific accountability measures. In addition, schools are working to eliminate

the achievement gap between ethnic or income groups, and to bring about greater inclusiveness of exceptional education students. The administration is in the process of developing the specifics for identifying and assisting ineffective schools through the Accountability Plan.

Concurrently, several private organizations have expressed interest in developing innovative partnerships with MPS schools, e.g. *Education Alternatives, Inc*. and the *Edison Project.* In discussions with private organizations, the administration is presenting them with information about our major initiatives (K-12 Teaching and Learning, School to Work, Technology Plan, etc.), in order to see how these partnerships might assist the district in meeting our goals. The administration is in the process of developing parameters for proposals for innovative replacement programs.

When proposals are received (from either private organizations or from within MPS), the information will be shared with principals, and informational meetings will be held in order to ascertain possible interest and make appropriate matches between the proposals and schools. These proposals, with recommendations if appropriate, will be brought to the Board by the Superintendent.

Your Committee recommends that the administration provide a written summary for the process it is using for receiving and judging innovative proposals; that it identify the minimum guidelines is currently following for contracts or charters for innovative options; and that it develop an accountability process.

* * * * *

(ITEM 3) 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 February 9, 1994.

A. Presentation by the Superintendent on the MPS Report Card (DOC: 934571).
B. Report on the MPS-DHS Collaborative: Family Preservation Program (DOC: 934572).

* * * * *

Separate consideration having been requested of Items 1 and 2, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1 of the report, relation to a resolution to establish early childhood centers, having been set aside for separate consideration, Director Small moved to adopt the report.

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

Ayes—8; Noes—0.

Item 2 of the report, relating to the MPS accountability process and innovative program proposals, having been set aside for separate consideration, Director Small moved to adopt the report.

Director De Bruin moved to amend the report by striking the words “and that it develop an accountability process.”

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

Ayes—Directors De Bruin, Lucey, Mitchell and O'Neil—4.

Noes—Directors Johnson, Sinicki, Small and President Bills—4.

Director Lucey moved to amend the report by replacing the words "and that it develop an accountability process" with the words "and that any proposals for contracts or charters for innovative options have accountability measures included."

The amendment was adopted, the vote being as follows:

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

Noes—Director Johnson—1.

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

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

Noes—Directors De Bruin, Johnson, Lucey and O'Neil—4.

Director Johnson requested permission to change his vote from "No" to "Aye."
Director Mitchell requested permission to change her vote from "Aye" to "No."

There being no objection, the vote changes were allowed.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) (DOC: 934573) 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:

RENOVATIONS—LINCOLN MIDDLE SCHOOL OF THE ARTS

Contract 6—Carpentry Work
Platt Construction, Inc., low bidder, base bid of $240,644

Contract 9—Aluminum Entrances, Windows, and Glazing

B & D Contractors, Inc., low bidder, base bid of 350,200

Contract 14—Resilient Flooring
Concept Flooring, Inc., second low bidder, base bid of 59,089

Contract 16—Painting
Service Painting Corp., low bidder, base bid of $131,574 plus $1,500 for mandatory alternate bid 9 for painting existing site fence around parking lot, for a total contract of 133,074

Contract 21—Lockers
Valley School Supply, low bidder, base bid of 111,456

Contract 22—Folding Partitions
JWC Building Specialties, Inc., second low bidder, base bid of..... 60,872

Contract 28—Electrical Work
NSI Electrical Contractors, Inc., low bidder, base bid of 730,130

Contract 29—Theatrical Equipment
Mainstage Theatrical Supply, Inc., sole bidder, base bid of..... 232,875

Contract 30—Telecommunications
Staff Electric Co., Inc., sole bidder, base bid of 205,000

BOILER REPLACEMENT—RIVERSIDE UNIVERSITY HIGH SCHOOL

Contract 1—Mechanical Work
Butters-Fetting Co., Inc., second low bidder, base bid of 89,990

ELECTRICAL LIGHTING AND POWER REVISIONS

Kagel School
Knoerr & Fischer, Inc., low bidder, base bid of..... 63,824

Sixty-eighth Street Alternative School—Contract 2
Pieper Electric, Inc., low bidder, base bid of $53,100 plus $350 for mandatory alternate bid E1 to provide motion detector switching for classroom lights plus $1,530 for mandatory alternate bid E2 to provide an ambient light/monitor switching system for a total contract of..... 54,980

* * * * *

(ITEM 2) (DOC: 934574) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5143 Pipe Insulation Materials (Facilities and Maintenance for Various)
L & S Insulation Co., Inc. to provide various insulation materials as needed through December 31, 1994. The estimated usage for the contract period is approximately $30,000.00

B-5144 66,816 Boxes of Crayons (stock)
Sax Arts and Crafts, low bidder, net at $27,060.48

B-5145 7 Tractors (Facilities and Maintenance)
Dairyland Equipment, low bidder..... $75,215.00
less 5%, 30 days

B-5146 26 each Circuit Packs for Internal Telephones (Facilities and Maintenance for Various)
D & S Communications, low bidder, net at $43,550.00

* * * * *

(ITEM 3) (DOC: 934577) The Superintendent advised your Committee that the following schools and departments had requested additional budgetary changes within their local school budgets for the 1993-1994 school year.

School/Department	Budgetary Change	Cost
Marshall	General Educational Assistant	$ 4,300
South Division	Teacher Salary Account	19,000
	Safety Assistant Account	9,000
Congress	General Educational Assistant	12,585
Kluge	Educational Supplies-General School	5,000
	Additional Equipment-General School	3,000
River Trail	General Educational Assistant	1,200
Thirty-fifth	Physical Education Teacher	3,600
Superintendent	Replacement Equipment	20,000
Public Affairs	Replacement Equipment	22,621

Marshall High School will open a Teen Parent/Early Childhood Care Center during the second semester of this school year. The school is requesting a transfer of funds from the textbook account to general educational assistant account to cover .75 FTE general educational assistant position.

South Division High School is requesting a transfer of funds from their general school supplies account to their teacher salary account for expansion of a mathematics teacher for the second semester.

South Division High School is requesting a transfer of funds from their general school supplies account to increase their safety assistant positions from two to three. This will assist them in providing a safe climate at the school.

Congress Elementary School is requesting a transfer of funds from the additional equipment account to the educational assistant account. This will fund a .95 FTE position for the entire school year and a .25 FTE position for the remainder of the school year. These positions will provide direct assistance to the children of Congress Elementary School.

Kluge Elementary School is requesting a transfer of funds from the other expenses account to the educational supplies and additional equipment accounts. Specifically, they request that $8,000 be transferred from other expenses, with $5,000 going to educational supplies and $3,000 to additional equipment. This transfer will more accurately reflect the spending expectations of the school.

River Trail Elementary School is requesting a transfer of funds from their educational supplies account to cover .25 FTE of a general educational assistant position. The additional hours are needed for the K4 and K5 programs.

Thirty-fifth St. School is requesting a transfer of funds from their other expenses account to cover .2 FTE of a physical education teacher position.

The Superintendent’s Office has high volume use of its copy machine. The current machine is about eight years old and breaks down frequently, which hampers the efficiency of the office. A replacement is needed to ensure the office’s smooth operation. Replacement of a personal computer in the office is also needed to improve the efficiency of staff. Funds are available in the Superintendent’s Consultant Account to cover the costs of replacing the equipment and a transfer of $20,000 is being requested.

Due to the increased demands in the Department of Public Affairs in the areas of publications and communications, it is requested that a transfer of funds in the amount of $22,621 be made from the duplicating/printing account to the replacement equipment account.

Board Rule 2.15 provides 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 [on finance and facilities] if no appropriation has been made for such purpose in the respective budgets, except as provided in sections 2.04 and 2.31.

Board Policy DBK provides:

> **Line Item Transfer Authority**
> In keeping with the need for periodic reconciliation of the school system's operating budget, the Board shall consider requests for such transfers as they are recommended by the superintendent after review by the committee on finance and facilities.

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

* * * * *

(ITEM 4) (DOC: 934578) The Superintendent advised your Committee that the following donations had been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Fritsche	Mr. Neil Lawton	$1,000	Four Apple Imagewriter Printers
Hawley	Ms. Janet Endries	200	Field trips
Honey Creek	Tartan Design, Ltd.	15	Mats for pictures
Humboldt Park	Funds Raised by the School	1777	For school use
Marshall	Journal/Sentinel, Inc.	500	For school use
	Parents Who Care (PTO)	493	For school use
Milw. Spanish Immersion	Ms. Mattie Pinkerton	50	For school use
	Mr. John Machulak and Ms. Susan Robertson	25	For school use
	Mr. Daniel DeMaio and Ms. Carol Law	35	For school use
	Ms. Theresa Lindbloom	63	For school use
	Mr. Ronald and Joy Adams	20	For school use
Milwaukee Tech	Medical Psychology Associates	1,000	Computer and printer for library
Neeskara	Neeskara P.T.O.	800	Macintosh LC 520 Trinitron Color System
Silver Spring	Mr. Jeffrey Taxman and Ms. Karine Moreno-Taxman	50	For the Reading is Fundamental Program
	Mr. Stuart and Roberta Fine	200	For the Reading is Fundamental Program
	Ms. Paula B. Simon and Mr. Howard A. Schoenfeld	100	For the Reading is Fundamental Program
	Mr. Mordecai Lee	25	For the Reading is Fundamental Program
	Mr. Bradden Backer	50	For the Reading is Fundamental Program
	Ms. Linda Ansfield Frank	25	For the Reading is Fundamental Program
	Mr. Larry Labensky	130	Table skirting for school trade fair
	Mr. Robert Cohen	75	For the Student Chamber of Commerce
	Mr. James Fromstein	100	For the Reading is Fundamental Program
	Mr. Don Sandler	60	Television set/door prize for school trade fair
	Ms. Carole Himmelfarb	50	Gift to kindergarten class
Whittier	Ms. Donna Westog	400	For school use

TOTAL	$7,243

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.

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(ITEM 5) (DOC: 934582) The Superintendent advised your Committee that:

On March 25, 1992 (Proc. p. 580; 585), the Board approved the following policy waiver relative to vending machines in high schools on a one-year trial basis:

Install during the school day. Vending machines may be used before and after, but not during, the school day subject to insurance requirements. These machines stock fruit juices and other healthy foods. This policy waiver is to be implemented for a one year trial basis with a report to come back to Committee on how funds raised were utilized. This policy applies to all high schools and the Board reserves the right to remove vending machines from schools found to have abused this policy.

The following high schools installed vending machines for student use during the 1992-1993 school year: Bay View, King, Madison, Milwaukee Trade and Technical, Pulaski, Riverside, and South Division. These schools were surveyed in June 1993, regarding the revenue and expenditure of profits from vending machines for student use. The results of this survey have been made a part of the minutes of your Committee's meeting of February 10, 1994.

In January 1994, all high school principals were surveyed and support the continuation of the opportunity to have vending machines available for student use before and after the school day. Profits are needed to support school athletic and academic activities.

Your Committee recommends that the Board of School Directors adopt the following policy related to vending machines for student use in high schools:

Vending machines for student use may be installed in high schools. The vending machines may be used before and after, but not during, the school day subject to insurance requirements. They will be located in areas other than the student cafeteria. These machines may only stock fruit juices and other healthy foods. This policy applies to all high schools and the Board reserves the right to remove vending machines from schools found to have abused this policy.

* * * * *

(ITEM 6) (DOC: 934547) The Superintendent advised your Committee that:

The Board of School Directors adopted in 1949 and revised in 1984 and 1991, the following policy regarding naming of schools:

"When it becomes necessary to make a decision as to the naming of a school building, the Committee on Finance and Facilities shall make a recommendation to the Board.

"When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.

"A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion of names."

The Board of School Directors has waived the above policy.

Within the last fifteen years approximately fifteen schools have been renamed and nine new schools have been named.

At the February 24, 1993, Board meeting, the administration was requested to review current school name change procedures and clarify the steps a school should follow.

A proposed procedure for schools applying for a name or name change was developed by staff members in the Department of School Administrative Support and Accountability following review of recent requests for school name changes submitted by school communities to the Board of School Directors. The procedure was reviewed by a committee composed of district administrators, principals, teachers, parents and students. This recommendation was submitted to the Finance and Facilities Committee in January, 1994.

The Finance and Facilities Committee at its January 13, 1994, meeting asked the administration to make several changes in the proposed procedure for schools applying for a name or name change and develop options for the committee to consider. The options follow. The differences among the options are underlined.

PROPOSED procedure for schools applying for a name or name change - OPTION A

Step 1. The school shared decision making body may initiate or respond to a request to change the name of an existing school. Requests for a school name change may be proposed by the student council, parent organization, alumni association, business partner, or community-based organization that has an established relationship with the school. Requests for a school name change from any of these groups must be made to the school shared decision making body. The school shared decision making body will then decide whether to proceed with the process to change the name of the school. If the shared decision making body decides not to pursue a name change, the decision will be valid for one year. If the school shared decision making body determines that a school name change should be pursued, the request will proceed to step number 2.

Step 2. The school shared decision making body or a committee delegated by the school shared decision making body and comprised of students, parents, community representatives including alumni associations, and school staff members will set the criteria that will determine the pool of names to be considered (e.g., educational significance, contributions to the community, community identity); investigate the potential cost of a school name change including lettering on the outside of the school, stationery, and athletic uniforms expenses which will be charged to the school; inform all interested parties; and collect suggestions from students, parents, recognized community-based organizations, school volunteers, alumni associations, and school staff members for the school name change.

Step 3. The school shared decision making body or school name change committee will review the suggestions based on the established criteria and select a reasonable number of possibilities to be included on a school name change ballot. (If the process is being organized by a school name change committee, their recommendation will be advisory to the shared decision making body.)

Step 4. The school shared decision making body will determine the method for deciding on which name will be submitted to the Milwaukee Board of School Directors (e.g., a simple majority of all the votes cast, a majority of the various groups who vote must support a particular name, etc.)

Step 5. The shared decision making body or school name change committee will determine the method and timeline of ballot distribution, collection, and tabulation.

Step 6. The school name change ballots will be prepared, clearly marked with the school name, devoid of names of other organizations or groups, and coded for students (when age appropriate), parents, alumni associations, and school staff members.

Step 7. The ballots will be distributed, collected and tabulated under the supervision of the principal and the shared decision making body or school name change committee. The returned ballots will be kept in a secure place at the school for at least two years.

Step 8. The results of voting will be shared with the voting groups on a timely basis.

Step 9. The school shared decision making body will submit the winning name to the Department of School Administrative Support and Accountability.

Step 10. A Board item request will be prepared by the Department of School Administrative Support and Accountability which will include a summary of the steps taken to arrive at the recommendation and a biographical sketch, if the school is to be named in honor of an individual.

Step 11. The Board of School Directors will consider and act upon the school name or name change request.

PROPOSED procedure for schools applying for a name or name change - OPTION B

Step 1. The school shared decision making body may initiate or respond to a request to change the name of an existing school. Requests for a school name change may be proposed by any citizen of the City of Milwaukee. The school shared decision making body will then decide whether to proceed with the process to change the name of the school. If the shared decision making body decides not to pursue a name change, the decision will be valid for one year. If the school shared decision making body determines that a school name change should be pursued, the request will proceed to step number 2.

Step 2. The school shared decision making body will set the criteria that will determine the pool of names to be considered (e.g., educational significance, contributions to the community, community identity); investigate the potential cost of a school name change including lettering on the outside of the school, stationery, and athletic uniforms expenses which will be charged to the school; inform all interested parties; and collect suggestions from students, parents, recognized community-based organizations, school volunteers, alumni associations, and school staff members for the school name change.

Step 3. The school shared decision making body will review the suggestions based on the established criteria and select a reasonable number of possibilities to be included on a school name change ballot.

Step 4. The school shared decision making body will determine the method for deciding on which name will be submitted to the Milwaukee Board of School Directors (e.g., a simple majority of all the votes cast, a majority of the various groups who vote must support a particular name, etc.)

Step 5. The shared decision making body will determine the method and timeline of ballot distribution, collection, and tabulation.

Step 6. The school name change ballots will be prepared, clearly marked with the school name, devoid of names of other organizations or groups, and coded for students (when age appropriate), parents, alumni associations, and school staff members.

Step 7. The ballots will be distributed, collected and tabulated under the supervision of the principal and the shared decision making body. The returned ballots will be kept in a secure place at the school for at least two years.

Step 8. The results of voting will be shared with the voting groups on a timely basis.

Step 9. The school shared decision making body will submit the winning name to the Department of School Administrative Support and Accountability.

Step 10. A Board item request will be prepared by the Department of School Administrative Support and Accountability which will include a summary of the steps taken to arrive at the recommendation and a biographical sketch, if the school is to be named in honor of an individual.

Step 11. The Board of School Directors will consider and act upon the school name or name change request.

PROPOSED procedure for schools applying for a name or name change - OPTION C

Step 1. The school shared decision making body may initiate or respond to a request to change the name of an existing school. Requests for a school name change may be proposed by the student council, parent organization, alumni association, business partner, or community-

based organization that has an established relationship with the school. Requests for a school name change from any of these groups must be made to the school shared decision making body. Once the shared decision making body receives a request from one of these organizations, it will initiate the process to change the name of the school beginning with step number 2.

Step 2. The school shared decision making body or a committee delegated by the school shared decision making body and comprised of students, parents, community representatives including alumni associations, and school staff members will set the criteria that will determine the pool of names to be considered (e.g., educational significance, contributions to the community, community identity); investigate the potential cost of a school name change including lettering on the outside of the school, stationery, and athletic uniforms expenses which will be charged to the school; inform all interested parties; and collect suggestions from students, parents, recognized community-based organizations, school volunteers, alumni associations, and school staff members for the school name change.

Step 3. The school shared decision making body or school name change committee will review the suggestions based on the established criteria and select a reasonable number of possibilities to be included on a school name change ballot. (If the process is being organized by a school name change committee, their recommendation will be advisory to the shared decision making body.)

Step 4. The school shared decision making body will determine the method for deciding on which name will be submitted to the Milwaukee Board of School Directors (e.g., a simple majority of all the votes cast, a majority of the various groups who vote must support a particular name, etc.)

Step 5. The shared decision making body or school name change committee will determine the method and timeline of ballot distribution, collection, and tabulation.

Step 6. The school name change ballots will be prepared, clearly marked with the school name, devoid of names of other organizations or groups, and coded for students (when age appropriate), parents, alumni associations, and school staff members.

Step 7. The ballots will be distributed, collected and tabulated under the supervision of the principal and the shared decision making body or school name change committee. The returned ballots will be kept in a secure place at the school for at least two years.

Step 8. The results of voting will be shared with the voting groups on a timely basis.

Step 9. The school shared decision making body will submit the winning name to the Department of School Administrative Support and Accountability.

Step 10. A Board item request will be prepared by the Department of School Administrative Support and Accountability which will include a summary of the steps taken to arrive at the recommendation and a biographical sketch, if the school is to be named in honor of an individual.

Step 11. The Board of School Directors will consider and act upon the school name or name change request.

Your Committee recommends that the procedure for a name or name change be limited to elementary and middle schools and be brought through the local governance structure.

* * * * *

(ITEM 7) (DOC: 934583) The Superintendent advised your Committee that Director Sinicki had requested Committee consideration of the following resolution:

WHEREAS, Over the last year the board has received communications from recognized community groups requesting the use of district facilities for community events which involve fund raising for non-school purposes, the selling and advertising of merchandise, and/or admission fees, and

WHEREAS, Community events often serve to strengthen the school/community relationship, and

WHEREAS, Existing board rules do not allow recognized community groups to use district facilities for those purposes identified above, and

WHEREAS, The board and administration continues to encourage a strong relationship between the school and community, and

WHEREAS, Administration has expressed a desire to revise board rules to allow non-sectarian recognized community groups to use district facilities for all types of community purposes; therefore, be it

RESOLVED, That administration review existing building use board rules and bring back to the board in March suggested revisions to board rules which would allow non-sectarian recognized community groups to use district facilities for purposes which promote school/community relationships.

Your Committee recommends that administration review existing building use Board rules and bring back to the Board in March suggested revisions to Board rules which would allow non-sectarian recognized community groups to use district facilities for purposes which promote school/community relationships and that all types of community purposes be further defined.

* * * * *

(ITEM 8) (DOC: 934584) The Superintendent advised your Committee that:

Ameritech and the State of Wisconsin collaborated in designating five schools in Wisconsin as "Super Schools" on July 19, 1993. These schools were to receive an investment of technology products during 1993-1994 including: Homework Hotline, Learning Village, Automated Library, Distance Learning and Desktop Video Conferencing. Two MPS schools, Hi-Mount Elementary and Washington High School, were among those designated as Super School sites.

Two additional schools, Allen Field Elementary and Marshall High School, were designated as project schools for Distance Learning. Two additional schools, Muir Middle School and Robinson Middle School, were designated as project schools for the Learning Village.

The value of this technology investment for the Milwaukee Public Schools is approximately $880,000 and spans 1993-94 and 1994-95. The funds cover equipment, installation, hardware, software, use charges, and some initial training. The Ameritech Super School funding does not cover additional training costs, curriculum development and network wiring that is necessary to fully implement these concepts into the instructional program.

Curriculum development for the Ameritech Super School project is compatible with a number of goals and objectives, most specifically:

Board Goal 1, **Academic Achievement**

- *K-12 Teaching and Learning Plan*
- *School to Work Transition*
- *Technology*

Board Goal 2, **Equity**

- *Provide Equitable Access to Technological Resources.*

The Ameritech Super Schools project adheres to the ***Policies and Procedures for Technology Acquisition*** (File: DJFB) of the MPS Board of School Directors.

Full implementation of this project will require an investment by MPS as outlined below:

Funding Request:	1993-1994	*1994-1995**
Coordinator (.5 FTE)	----------	*25,000*
Homework Hotline	----------	----------
Learning Village	67,500	*47,000*
Library Automation	24,000	*10,000*
Distance Learning	69,000	*60,000*
Desktop Video Conferencing	11,000	*7,000*
	$171,500	**for informational purposes*

The status of the contingent fund is as follows:

SCHOOL OPERATIONS (DISTRICT) CONTINGENT FUND

Beginning Balance			$ 971,307
Requested Transfers			
Item 8	Ameritech Project	$ 171,500	
Ending Balance (if approved)			$ 799,807

A progress report for this project has been made a part of the minutes of your Committee's meeting of February 10, 1994.

Your Committee recommends that $171,500 be transferred from the School Operations Contingent Fund to a Super School Account to cover the costs of training and curriculum development, plus network wiring and set-up for the balance of 1993-94 and that 1994-95 costs for training and curriculum development be incorporated into the 1994-1995 budget requests.

* * * * *

(ITEM 9) (DOC: 934519) The Superintendent advised your Committee that:

A request from Freenet for Board endorsement was originally considered by the Committee in January, but was held in Committee in order to give the ETRC an opportunity to review it. Neal Trilling from UW-Milwaukee presented a demonstration of Freenet to the ETRC on February 1, 1994.

Freenet is a local consortium of individuals and agencies that connect electronically. The connections can range from broadcasting a request for some topical information to world-wide electronic mail to very sophisticated research and collaboration. Freenet is a proven concept in other cities such as Peoria and Cleveland. Freenet is one of the elements that are likely to become a part of the Electronic Superhighway being endorsed at the state and national level.

Access to Freenet requires equipment and software that is already available in many MPS sites. Access via local telephone service is controlled by passwords from Freenet.

Freenet is currently being used by some MPS teachers as an instructional tool. They are very enthusiastic about the new opportunities for learning that Freenet access provides for their students. Dramatic changes in student interest and performance are occurring as a result of this tool becoming available. Curriculums are being enhanced.

Your Committee recommends that the Board and the Superintendent provide letters of endorsement to Mr. Trilling in support of his efforts to secure grants for the Milwaukee Freenet Project; that the ETRC develop recommendations for the levels of district commitment and participation for the 1994-95 school year by March, 1994; and that the administration develop policy recommendations for using "electronic highway" resources within MPS.

* * * * *

(ITEM 10) 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 February 10, 1994.

A. Statement of Revenues (DOC: 934575):

In accordance with Board action of February 3, 1976 (Proc. p. 591), the Superintendent submitted a detailed Report of Revenues as of January 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$0	$588,230,607	$139,568,218	$448,662,389	23.7%
Categorically Aided	55,657,430	11,003,952	66,661,382	25,898,721	40,762,661	38.8%
School Nutrition	23,981,846	0	23,981,846	11,171,754	12,810,092	46.5%
Construction	19,900,000	0	19,900,000	69,962	19,830,038	0.3%
Extension	6,356,179	0	6,356,179	531,263	5,824,916	8.3%

B. Statement of Expenses (DOC: 934575):

In accordance with Board action of February 3, 1976 (Proc. p. 591), the Superintendent submitted a detailed Report of Expenses as of January 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

	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	$300,541,641	$295,266,666	50.4%
Categorically Aided	55,657,430	11,929,803	67,587,233	30,942,081	36,645,152	45.8%
School Nutrition	23,981,846	15,083	23,996,929	10,176,186	13,820,743	42.4%
Construction	19,900,000	5,359,027	25,259,027	11,104,577	14,154,450	44.0%
Extension	6,356,179	15,797	6,371,976	3,193,405	3,178,571	50.1%

(1) Represents Board approved transfers during the 1993-1994 fiscal year and appropriations for purchases encumbered in 1992-1993.
(2) Encumbrances and expenditures included through January 31, 1994 and payrolls through January 28, 1994.

C. Expenditure Control Report (DOC: 934576).

D. Report regarding the Hi-Mount Community School Proposal (DOC: 934579).

E. Mid-year Report on the Historically Underutilized Business Program (DOC: 934580).

* * * * *

Separate consideration having been requested of Items 1, 5, 6 and 8, the remainder of the report was adopted, the vote being the same as follows:

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

Noes—None.

Item 1, relating to the award of contracts, having been set aside for separate consideration, Director Sinicki requested separate consideration of contract #22.

Director Lucey moved to approve the balance of the contracts.

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

Ayes—8; Noes—0.

Director Sinicki moved to refer contract #22 back to Committee.

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

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

Noes—None.

Voting “present”—Director Mitchell—1.

Item 5, relating to a revised policy for vending machines for student use in high schools, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director De Bruin moved to amend the report to provide that the shared decision making body of the school can, at its discretion, deviate from the terms of this policy, provided that they continue to comply with applicable state and federal regulations.

The amendment failed for lack of a second.

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

Ayes—Directors Johnson, Lucey, O’Neil, Sinicki, Small and President Bills—6.

Noes—Directors De Bruin and Mitchell—2.

Item 6, relating to a uniform procedure for schools applying for a name change, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Be Bruin moved to refer the report back to Committee.

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

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

Noes—None.

Item 8, relating to a contingent fund transfer for the Ameritech project, 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, Johnson, Lucey, O'Neil, Sinicki, Small and President Bills—7.

Noes—None.

Voting "present"—Director Mitchell—1.

REPORTS OF SPECIAL COMMITTEES

The Interim Director of Governance Affairs/Board Clerk presented eight expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of February 2, February 4, February 7, February 8, February 9, February 11, and February 16 and February 17, 1994.

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

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

Noes—None.

The Board adjourned at 10:35 PM.

RONALD J. VAVRIK
Interim Director of Governance
Affairs/Board Clerk

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 1994

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	451	454		4	727	15	93	57	9		905
K3	472	322		7	496	41	60	169	21		794
PK	100	66			136	2	4	24			166
K4	2090	1937		39	2158	190	412	1145	83		4027
K5	4312	4081		87	4962	363	945	1887	148	1	8393
01	4954	4606		110	5900	350	1067	1991	140	2	9560
02	4354	4163		100	5166	373	911	1862	104	1	8517
03	4180	3985		89	4879	327	909	1860	101		8165
04	4042	3884		91	4722	343	877	1811	82		7926
05	3973	3827		80	4659	330	895	1751	85		7800
06	3814	3555		92	4378	302	800	1712	85		7369
07	3731	3480		84	4386	267	778	1629	67		7211
08	3638	3579		100	4361	248	768	1669	71		7212
09	4122	4186		121	4941	237	985	1960	64		8308
10	3171	3269		79	3634	199	694	1776	58		6440
11	2295	2568		58	2542	175	467	1566	54	1	4863
12	1770	1901		40	1769	160	343	1315	44		3671
13	5							5			5
Invalid	13	9			5		3	12	2		22
TOTAL	51487	49872		1181	59821	3922	11011	24201	1218	5	10135

Total Active Detached..... 64 (Included above) Total Suburban Transfers—5763

Total Inactive..... 643(Not included above)

Brown Deer	165	Glendale/River	111	Mequon-Thiensville	199	St. Francis	144
Cudahy	266	Hills	253	New Berlin	118	Wauwatosa	823
Elmbrook	287	Greendale	287	Nicolet	147	West Allis	325
Fox Point	135	Greenfield	67	Oak Creek	306	Whitefish Bay	408
Franklin	379	Hamilton	82	Shorewood	290	Whitnall	261
Germantown	42	MapleDale-IndianHills	334	South Milwaukee	334	TOTAL	576
		Menomonee Falls					3

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1569	72.7	118.0	6.0	Milwaukee Tech	1672	79.6	121.0	4.0
Custer	1147	67.8	92.0	5.0	North Division	849	58.3	84.0	4.0
Hamilton	1770	76.4	124.0	5.0	Pulaski	1424	71.1	103.0	5.0
Juneau	849	79.8	67.0	3.0	Riverside	1383	79.0	103.0	5.0
King	1207	86.6	72.0	4.0	South Division	1701	67.4	160.0	5.0
Madison	1185	72.0	96.0	5.0	Vincent	1283	75.0	94.0	5.0
Marshall	1173	73.5	96.0	5.0	Washington	1595	76.2	130.0	5.0
MHSA	828	83.7	64.0	3.0	TOTAL	19645	74.6	1524.0	69.0

MIDDLE SCHOOLS

Audubon	950	86.1	71.0	4.0	Muir	929	86.3	78.0	4.0
Bell	893	84.3	71.0	3.0	Parkman	583	82.4	45.0	3.0
Burroughs	936	86.6	74.0	4.0	Robinson	515	89.7	42.0	2.0
Edison	805	83.9	75.0	3.0	Roosevelt	631	89.6	47.0	3.0
Fritsche	988	88.7	85.0	4.0	Sarah Scott	634	86.2	52.0	3.0
Grand Avenue	633	87.1	66.0	3.0	Sholes	851	85.7	75.0	3.0
Kosciuszko	747	80.2	82.0	4.0	Steuben	934	86.8	70.0	4.0
Lincoln	641	81.4	47.0	3.0	Walker	836	81.7	71.0	3.0
Malcolm X	500	75.4	55.0	4.0	Webster	1004	84.8	76.0	4.0
Acad	787	85.4	64.0	3.0	Wright	771	89.2	63.0	3.0
Milw.Ed.Center	1120	90.5	77.0	4.0	TOTAL	16778	85.5	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	401	88.6	20.0	1.0	Humboldt Park	624	89.6	49.0	2.0
Allen Field	1027	86.8	85.0	2.0	Irving	667	89.0	51.0	2.0
Auer	614	86.6	58.0	2.0	Kagel	354	91.8	45.0	2.0
Barton	569	89.8	33.0	3.0	Keefe Av.	625	86.5	58.0	2.0
Brown Street	560	88.9	72.0	3.0	Kilbourn	427	85.7	40.0	1.0
Browning	428	86.0	34.0	1.0	Kluge	565	87.2	47.0	2.0
Bruce	557	87.7	38.0	2.0	LaFollette	642	85.8	61.0	2.0
Bryant	625	84.0	39.0	3.0	Lancaster	585	87.6	35.0	2.0
Burbank	562	89.6	32.0	2.0	Lee	618	86.8	57.0	2.0
Burdick	480	87.5	40.0	1.0	Lincoln Av.	652	85.9	43.0	2.0
Carleton	476	89.2	29.0	2.0	Lloyd St.	548	91.0	43.0	2.0
Cass	611	85.1	50.0	2.0	Longfellow	630	88.6	44.0	2.0
Clarke	510	88.3	51.0	2.0	Lowell	301	85.6	17.0	1.0
Clemens	443	88.4	34.0	1.0	MacDowell	529	90.8	45.0	1.0
Clement	443	89.2	31.0	1.0	Manitoba	367	91.8	39.0	2.0
Congress	490	89.0	30.0	1.0	Maple Tree	524	84.0	30.0	2.0
Cooper	402	86.4	27.0	1.0	Maryland Av.	341	89.3	27.0	2.0
Curtin	353	90.0	24.0	1.0	McNair	280	85.8	23.0	1.0
Doerfler	677	88.4	37.0	2.0	Meir	236	94.9	19.0	1.0
Douglass	306	84.3	23.0	1.0	Milw.Im.French	392	91.5	29.0	1.0
Dover	616	85.1	39.0	2.0	Milw.Im.German	544	90.8	42.0	2.0
Dr. King	538	88.2	57.0	2.0	Milw.Im.Spanish	511	91.2	40.0	1.0
Eighty-first	467	88.0	25.0	1.0	Mitchell	760	86.7	50.0	2.0
Elm	559	92.7	42.0	1.0	Morgandale	625	90.9	49.0	1.0
Emerson	290	89.7	22.0	1.0	Multilingual	361	91.0	41.0	1.0
Engleburg	521	84.9	37.0	2.0	Neeskara	425	91.8	31.0	1.0
Fairview	553	92.4	54.0	2.0	Ninety-fifth	327	91.6	24.0	1.0
Fernwood	424	89.3	30.0	2.0	Palmer	594	82.6	60.0	2.0
Fifty-third	403	91.0	27.0	1.0	Parkview	425	92.2	27.0	1.0
Forest Home	942	90.5	80.0	3.0	Phillip	341	89.7	29.0	1.0
Franklin	603	82.5	61.0	2.0	Pierce	566	97.9	69.0	2.0
Fratney	370	97.9	34.0	1.0	Riley	672	88.4	53.0	2.0
Gaenslen	718	92.4	76.0	2.0	River Trail	356	87.8	20.0	1.0
Garden Homes	508	96.8	46.0	2.0	Seventy-eighth	558	88.1	44.0	2.0
Garfield	430	89.4	34.0	1.0	Sherman	589	88.7	31.0	2.0
Garland	363	90.3	20.0	1.0	Siefert	599	82.8	54.0	2.0
Goodrich	449	89.0	25.0	2.0	Silver Spring	388	88.9	29.0	1.0
Grant	572	88.9	36.0	2.0	Sixty-fifth	390	89.2	27.0	1.0
Grantosa	641	89.0	44.0	2.0	Starms	389	84.0	41.0	1.0
Granville	412	88.9	31.0	2.0	Story	512	88.5	49.0	2.0
Green Bay Av.	551	89.2	62.0	2.0	Stuart	334	91.7	24.0	1.0
Greenfield	381	91.4	34.0	1.0	Thirty-eighth	570	91.4	39.0	2.0
Hampton	594	97.3	39.0	3.0	Thirty-fifth	358	86.9	22.0	1.0
Happy Hill	499	88.6	29.0	2.0	Thirty-first	520	91.8	42.0	1.0
Hartford	618	87.8	34.0	2.0	Thirty-seventh	538	83.6	54.0	2.0
Hawley	336	89.2	23.0	1.0	Thoreau	710	87.2	49.0	2.0
Hawthorne	357	91.7	27.0	1.0	Thurston Woods	355	84.7	29.0	1.0
Hi-Mount	442	89.2	29.0	1.0	Tippecanoe	246	90.0	16.0	1.0
Holmes	739	83.0	81.0	2.0	Townsend	521	91.3	36.0	1.0
Honey Creek	339	89.6	29.0	1.0	Trowbridge	359	88.0	32.0	1.0
Hopkins	751	85.0	71.0	2.0	Twenty-first	589	89.7	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	664	85.6	65.0	2.0	Whitman	401	88.2	35.0	1.0
Urban Waldorf	293	92.7	24.0	1.0	Whittier	211	91.2	10.0	1.0
Victory	481	92.6	37.0	2.0	Wisconsin Av.	696	88.6	56.0	3.0
Vieau	620	89.4	61.0	2.0	Zablocki	632	89.8	44.0	2.0
Wheatley	712	85.8	67.0	2.0	TOTAL	56169	88.3	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	57	70.3	1.0	1.0	Manitoba Ortho.	119	82.1	4.0	.0
Craig	146	64.7	30.0	1.0	Phoenix Alt. HS	176	62.1	9.0	1.0
Hayes	96	65.8	30.0	1.0	Pleasant View	98	74.7	17.0	1.0
Kilmer	360	88.4	22.0	1.0	Sixty-eighth	207	41.6	16.0	1.0
Lady Pitts	211	59.4	30.0	1.0	Stay	120	68.9	10.0	1.0
Lapham Park	113	79.3	17.0	1.0	Commun. Based	1157		0	.0
Lavarnway	16	91.2	0	1.0	TOTAL	2876	70.7	186.0	11.0
					MPS TOTAL	95438	84.5	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 1994
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	38	1	2388	36	34	1	419	7	888	29	36	2	3803	76	3879
Emotion. Dist.	28	1	1347	51	5	0	101	7	424	20	23	1	1928	80	2008
Autistic	0	0	77	8	1	0	6	1	49	2	1	0	133	11	144
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	33	51	1	0	.7	6	12	41	0	0	54	98	152
Physically Hdcp.	4	.0	359	63	17	2	70	8	216	29	7	2	673	104	777
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	108	25	19	2	26	8	86	19	8	0	250	54	304
Mentally Ret.	13	3	1570	226	20	11	169	26	364	104	15	2	2151	372	2523
Speech/Languag	36	16	2280	1406	44	49	348	254	961	654	44	35	3713	2414	6127
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	123	21	8162	1866	141	65	1145	317	3000	898	134	42	12705	3209	15914
Ethnic Totals	144		10028		206		1462		3898		176		15914		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 14, 1994

Special meeting of the Board of School Directors called to order by President Pro Tempore O'Neil at 6:07 PM.

Present—Directors De Bruin, Lucey, Mitchell, Small and President Pro Tempore O'Neil—5.

Absent and excused—Directors Johnson, Sinicki and President Bills—3.

Vacancy on Board—1.

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

March 11, 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, March 14, 1994 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the regular monthly meeting of the Personnel and Negotiations Committee scheduled for 7:00 PM this same evening.

Nancy R. Noeske
Director

Director Lucey moved that the Board retire to executive session for the purpose of discussing litigation and negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Lucey, Mitchell, Small and President Pro Tempore O'Neil—5.

Noes—None.

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

The Board adjourned from executive session at 6:53 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 24, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:27 PM.

Present—Directors De Bruin, Johnson, O'Neil, Sinicki and President Bills—5.

Absent and excused—Directors Lucey, Mitchell and Small—3.

Vacancy on Board—1.

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

March 18, 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, March 24, 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.

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 Section 19.85 (1) (b), 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 De Bruin, Johnson, O'Neil, Sinicki and President Bills—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:29 PM.

At the request of the teacher, the hearing was closed.

The Committee of the Whole retired to executive session at 8:42 PM.

The Committee of the Whole reconvened in open session at 9:05 PM.

The Committee of the Whole rose at 9:07 PM.

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

Your Committee reports having 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).

Your Committee finds that there existed cause to discipline Joe Grayned based on his engaging in an illegal activity by carrying a concealed weapon, a loaded .25 caliber semi-automatice pistol, while attempting to enter a house where a narcotics investigation was being conducted by the Milwaukee Police Department.

Your Committee recommends that the action of the Superintendent to terminate Joe Grayned from his teaching position with the Milwaukee Public Schools and place a copy of the letter in his personnel file be sustained.

Director De Bruin moved that the Board concur in and approve the findings and recommendation of the Committee of the Whole.

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

Ayes—5; Noes—0.

The Board adjourned at 9:18 PM.

ROBERT J. LAWRENCE
Assistant to the Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 29, 1994

Special meeting of the Board of School Directors called to order by President Bills at 6:34 PM.

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

Absent and excused—Directors Mitchell and Sinicki—2.

Vacancy on Board—1.

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

March 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 6:30 PM, Tuesday, March 29, 1994 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 19.85 (1) (e), may retire to executive session to deliberate these matters and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes a meeting of the Budget Committee scheduled for 7:00 PM this same evening.

Nancy R. Noeske
Director

Director Lucey moved that the Board retire to executive session for the purpose of discussing negotiations matters.

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 retired to executive session at 6:37 PM.

The Board adjourned from executive session at 7:24 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 30, 1994

Special meeting of the Board of School Directors called to order by President Bills at 7:00 PM.

Present—Directors De Bruin, Johnson (7:12 PM), Lucey, Mitchell, O'Neil, Sinicki (7:09 PM), Small (7:09 PM) and President Bills—8.

Absent—None.

Vacancy on Board—1.

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

March 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 on Wednesday, March 30, 1994 at 7:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation and negotiations matters.

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

This meeting immediately precedes the regular March meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

NANCY R. NOESKE
Director

Director O'Neil moved that the Board retire to executive session for the purpose of discussing litigation and negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:01 PM.

The Board adjourned from executive session at 7:53 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 30, 1994

Regular meeting of the Board of School Directors called to order by President Bills at 8:05 PM.

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

Absent—None.

Vacancy on Board—1.

The Board observed a moment of silence in memory of Tremaine Caulder, an MPS student who was murdered this month.

APPROVAL OF MINUTES

The minutes of the special Board meetings of February 7, February 10, February 17 at 5:45 and 6:00 PM, and February 23; and the regular Board meeting of February 23, 1994 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

February 23, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

Washington High School
and
Rufus King High School for the College Bound

Washington High School has been providing distinguished service to our community for over 80 years. The school continues to work hard to help every student experience success in school. Washington High School also shares and celebrates its successes with the entire community. Washington High School's recent celebrations have included the following.

- **Peace rallies which have positively impacted the entire community** -- Violence throughout the city prompted Washington High School to take the lead in sponsoring school and community-wide activities that promote peace in our neighborhoods. The school's nonviolence efforts were used in planning the district-wide "School Against Violence" campaign held during January, 1994.

- **A visit from Vice President Al Gore and the Wisconsin Badgers** -- The Washington High School "family" should be commended for being excellent hosts during this important and newsworthy visit. The school and the school district as a whole received a lot of attention as a result of this visit. The students made an excellent impression on Vice President Gore as well as

viewers from throughout the state. I would like to particularly recognize the outstanding presentation made by student Randy Perine.

- **Recipient of an Ameritech SuperSchool grant**—Washington High School was selected as one of two MPS schools and five state schools to be a demonstration site for technology-based learning. The grant represents a total investment of almost $1 million in Milwaukee's educational and library systems. Washington High School will receive about $350,000 to $450,000 to purchase computer and telecommunications equipment to create an "information superhighway" into the classrooms and neighborhood of the school's community.

- **Girls' State Basketball Championship**—Washington High School's girls basketball team won first place in Division I of the WIAA state basketball tournament held in Madison, Wisconsin, on March 12, 1994. The team members are: **Ladonna Young, Kena Watkins, Markeisha Morris, Dee Dee Pate, Shunta Dangerfield, Talia Goudy, Benita Lee, Tavia Horton, Tiffany Glosson, Latanya Parks, Genetta Springfield, Tameka Lockett, Latanya Moore, Myiesha Young and Ibinika Driver.**

Rufus King High School for the College Bound is being recognized for a number of significant awards it has achieved. The following are among those most significant.

- **First Place in the 1994 Wisconsin Academic Decathlon**—King's nine-member team scored 43,547 points during the ten-event competition, nearly 3,000 points above the second place team, University School of Milwaukee. As the top high school in the state, King will represent Wisconsin in the national competition against teams from 46 other states. The national academic decathlon finals will be held April 15-17, 1994, in Newark, NJ. Team members are: **Peter Coles, Rahul Dhuru, Theodore Kreutz, Clare Mamerow, Joseph Patrick, John Platt, Aman Singh, Joel Travis, and Tom Wenzel.** The team is coached by **Robert Kroncke.**

- **First Place in the 1994 Wisconsin State High School Chess Tournament**—King took top honors over 32 teams throughout Wisconsin who participated in the state tournament held on March 12-13, 1994, in Fond du Lac, Wisconsin. The five-member team will now advance to the national chess tournament in Dearborn, Michigan, at the end of April. The team members are: **Edmundo Cervera, Peter Coles, Fue Her, Aman Singh, and Kyle Tucker**. The team is coached by **Clyde Salyards**.

- **First Place in the 1994 Fermilab Regional U.S. Department of Energy Science Bowl** -- In achieving the win over ten other high school teams from the midwest, King will advance to the U.S. Department of Energy National Science Bowl in Washington, D.C., April 22-25, 1994, where they will compete against five other teams from throughout the nation. Team members are: **Peter Coles, Roy Koczela, Clare Mamerow, Aman Singh, and alternate Ted Kreutz.** The team is coached by **Dean Dolence.**

- **First Runner-Up in the Boys' State Basketball Tournament—**King's boys basketball team advanced to the final game in Division I of the WIAA state basketball tournament held in Madison, Wisconsin, on March 18, 1994. They won second place in the state tournament.

- **Redbook Magazine's "Best of the States" Award—**Rufus King was named Wisconsin's top public high school by Redbook magazine's "America's Best Schools" project. King will receive a $2,000 grant from the SEGA Youth Education and Health Foundation and will be featured in the April issue *Redbook* magazine. King was cited for having a curriculum that challenges gifted as well as special needs students; knowledgeable teachers who nurture, challenge, and inspire; involved parents and community members; and other items.

- **Other significant awards** include First Place in the City Conference Forensics meet where Rachel Cocos qualified to compete in the state tournament, First Place in the State for the MSOE

Mathematics "TEAMS" Contest, First Place in Science in the Science/Math Opportunity Science Connection, and Top Band and Top Orchestra in Class A in the Wisconsin School Music Competition held on March 12, 1994.

In addition to the above two schools, I would also like to recognize the **Bay View High School boys basketball team** for advancing to the WIAA Division I state tournament.

All in the Milwaukee Public Schools and the entire school community extend hearty congratulations to Washington High School, Rufus King High School, and Bay View High School on their achievements.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered received and placed on file.

(Item 2)

March 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 Milwaukee Board of School Directors by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Michele Norman, a minor, and her mother, Sue Norman, for injuries allegedly sustained by Michele Norman, at the Madison High School on April 30, 1991.

Claim is made in the sum of $500.

The CNA Insurance Companies which were the providers of the Board's comprehensive general liability insurance policy coverage at the time of the alleged incident have requested that the Board disallow this claim.

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 disallowed, the vote being as follows:

Ayes: Directors De Bruin, Johnson, Lucey, Mitchell, Sinicki, Small and President Bills—7.

Noes—None.

Temporarily absent: Director O’Neil—1.

(Item 3)

March 30, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 1616 (Buyers, Facilities and Maintenance Employees, etc.)
Two-year contract (July 1, 1992 through June 30, 1994).

Administrators' and Supervisors' Council
Two-year contract (July 1, 1993 through June 30, 1995).

Local 950 (School Engineers)
Reopener (January 1, 1994 through December 31, 1994).

MTEA (School Accountants/Bookkeepers)
Two-year contract (January 1, 1993 through December 31, 1994).

Therefore, it is the recommendation of the superintendent that the Board approve and adopt the above contracts with the amendments as indicated on the attached summary documents.

It is also recommended that changes in salaries and benefits as reflected in the attached documents be extended to all certificated and classified personnel excluded from membership in the Administrators' and Supervisors' Council, including staff in the Office of Board Governance and cabinet level personnel.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(attachments)

Director Small moved that the Board adopt the contracts.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) In accordance with action taken by the Board on August 1, 1972 (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 and changes in status. Your Committee recommends that these appointments, promotions and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Annette Fayne 65th Street	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	03-02-94
Yvonne Markwardt Emerson	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	02-21-94
James Scharpf School Nutrition	Food Service Mgr. Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	02-22-94
Augustus Williams School Nutrition	Food Service Mgr. Trainee $7.05/hr.($9,425.85/yr.) (Replacement for promotion)	02-15-94
	PROMOTIONS	
Ricarda Braxton Franklin	School Secretary I $14,356.89/yr.	02-22-94
Keith Cowan Fac. & Main.	Computer Operations Support Technician $28,714.14/yr.	01-17-94
Cheryl Moore King Elementary	School Secretary I $14,356.89/yr.	02-22-94
Dahialys Suarez South Division	School Secretary I $14,356.89/yr.	02-22-94
Susan Wolf School Nutrition	Food Service Mgr. Trainee $7.35/hr.($9,826.95/yr.)	01-31-94
Barbara Wronka Sherman	School Secretary I $14,356.89/yr.	02-22-94
Karen Zastrow Muir	School Secretary I $14,356.89/yr.	02-22-94
	CHANGES IN STATUS	
Paula Forest EESSC	School Secretary I $18,008.90/yr.	02-28-94

* * * * *

(ITEM 2) 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 October 14, 1993, and October 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	James R. Roventini	B Elementary/Grade 2	25,472	1	10-25-93
	Effective between November 9, 1993, and November 19, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Todd M. Rabideau	B Physical Education	24,259	0	11-12-93
	Effective between January 13, 1994, and January 25, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Maureen O. Berlin Upper Elementary	B	24,259	0	01-24-94
(r)	Laura M. Bostrom Spanish	B	24,259	0	01-24-94
	(r)Milton L. Collins Physical Education/Health	B	29,111	4	01-24-94
	(nr)Lisa M. Frey Math/Computers	B	24,259	0	01-24-94
	(nr)Tracy L. Haschker Upper Elementary	B	24,259	0	01-24-94
	(r)Patricia J. Mac ESL	B	30,324	5	01-24-94
(r)	Kim M. Neumann Grade 4	B	24,259	0	01-24-94
(r)	Cheryl L. Planning Upper Elementary/English	B	25,472	1	01-24-94
(nr)	Michael W. Fraundorf, Jr. Upper Elementary/Science	B	24,259	0	01-25-94

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between January 26, 1994, and February 7, 1994, inclusive:				
(r)	Patricia L. Marshall Grade 5	B	24,259	0	01-31-94
(r)	Christine Robinson Elementary	B	25,472	1	01-31-94
(r)	Lori Y. Weatherspoon Elementary	B	24,259	0	01-31-94
(r)	Hughes B. George Guidance	B	24,259	0	02-02-94
(r)	Jean Z. Karll Kindergarten	B	24,259	0	02-02-94
(nr)	Laurie M. Rapp Upper Elementary	B	24,259	0	02-02-94
(nr)	Karen A. Sobczyk Grade 1	B	25,472	1	02-02-94
(r)(b)	Shelly L. Amini Speech Pathology	E	38,790	6.6	02-07-94
(r)	Erin F. Cecil-Pigo Guidance	E	29,839 (+$1,000 for earned Ph.D.)	0	02-07-94
(r)(a)	Kathleen E. Heyne EC:EEN	BB	34,387	7.5	02-07-94
	Effective between February 8, 1994, and February 21, 1994, inclusive:				
(r)	Maya Derkovic-Hamizadeh Elementary	B	32,750	7	02-08-94
(r)	Daniel R. Drigot Upper Elementary	B	24,259	0	02-08-94
(r)	Irma Y. Nixon Elementary/Bilingual	B	24,259	0	02-15-94

Effective between February 8, 1994, and February 21, 1994, inclusive:

(nr)	Mark P. Vlaj Physical Education	B	25,472	1	02-18-94

Effective between February 22, 1994, and March 4, 1994, inclusive:

(nr)	Tammy A. Lind L. D.	B	25,472	1	02-28-94

Effective between March 7, 1994, and March 17, 1994, inclusive:

(r)	Wilbert G. Passley Science	B	24,259	0	03-08-94
(r)	Kenneth Walker English	B	29,111	0	03-08-94

Effective between February 22, 1994, and March 4, 1994, inclusive:

(r)	Donald L. Bennett	C	30,154	2.5	02-28-94

(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) 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)	Mary Bowie	Assistant Principal Malcolm X Academy	Schedule III, Range 11D $54,999
(r)	Tamara Drake	Assistant Director of Finance Department of Finance	Schedule III, Range 12A $61,241
(r)	Annie Jones	Secondary Supervisor of Guidance and Career Education, Department of Educational Services	Schedule III, Range 8A $61,022
(r)	Ruth Bevenue	Supervisor, Programs for Students with Cognitive Disabilities and Programs for Students with Physical Handicaps, Department of Educational Services	Schedule III, Range 8A $61,022

(r)	Lisa Kujawa	Supervisor, Programs for the Hearing Impaired Department of Educational Services	Schedule III, Range 8C $41,465
(r)	Mary Martin	Bilingual Parent Service Center Specialist Department of Parent and Student Services	Schedule III, Range 00A $26,034

(r) Resident

* * * * *

(ITEM 4) 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:

Tammie Allen	Clarke Street	January 25, 1994
Frederick Benz, Jr.	Carleton	February 7, 1994
Kathleen H. Fitzgerald	Thirty-eighth Street	February 14, 1994
Darlene Kinsey	LaFollette	January 31, 1994
Carol Weiss	Happy Hill	January 27, 1994

Illness Leave, to January, 1995:

Pamela Suggs	Edison	December 13, 1993

Maternity Leave, to June, 1994:

Therese Nennig	Holmes	December 20, 1993

Personal Leave, to June, 1994:

Lezlie Binns	Hopkins	January 31, 1994

Personal Leave, to January, 1995:

Susan Fossali	Congress	March 7, 1994

Personal Leave, to June, 1997:

Michael Todryk	Sarah Scott	February 16, 1994

Sabbatical Leave, to January, 1995:

Barbara Bracey	Milwaukee German Im.	August, 1994

Sabbatical Leave, to June, 1995:

Tammie Allen	Clarke	August, 1994
Hurlbut Baumgardner	Cass	August, 1994
Shirley Berry	Riverside	August, 1994
Jean Rutkowski	Washington	August, 1994
Carolyn Weier	Audubon	August, 1994
Chester Wywialowski	Marshall	August, 1994

Study Leave, to June, 1994:

Pamela Lucas	On Leave	August, 1994

Extension of Leave for Illness, to June, 1994:

Susan Babiash	On Leave	January, 1994

* * * * *

(ITEM 5) 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
Barbara J. Collignon	Teacher	02-11-94
Pushpa M. Deshpande	Teacher	06-13-94
Louisella M. Frank	Teacher	06-13-94
Rose M. Martin	Teacher	02-11-94
Marion I. Medley	Counselor	02-15-94
Teresita J. Ortiz	Teacher	02-18-94
Amy M. Tarpey	Teacher	02-02-94
Carmen K. Willis	Teacher	01-20-94

* * * * *

(ITEM 6) 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 March 14, 1994.

Affirmative Action Report for February, 1994 .

* * * * *

Separate consideration having been requested of Items 2 and 3, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 2 relating to teacher appointments, having been set aside for separate consideration, Director Mitchell 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 2 relating to administrative appointments and promotions, having been set aside for separate consideration, Director Sinicki moved to approve the appointments.

Director O'Neil moved that the Board retire to executive session.

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

Ayes—8; Noes—0.

The Board retired to executive session and 8:53 PM.

The Board reconvened in open session at 9:23 PM.

The question being on approval of the appointments, the motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

Temporarily absent—Director Mitchell—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) The Superintendent advised your Committee that:

Administration's Analysis

The Milwaukee French Immersion School requests the establishment of a voluntary school uniform dress code to be effective August 1994. It is clear from the proposal that the idea is supported by a majority of parents. The school proposal is as follows:

The idea to establish school uniforms at the Milwaukee French Immersion School was suggested at a PTA meeting in early March 1993, and the feelings of those parents in attendance were very positive. It was decided that a school-wide survey of parents would be the determining factor in the decision to establish a school uniform dress code.

Parents of the entire student body were surveyed during the month of May 1993 by the PTA Uniform Committee. Of the 160 parents who responded to the survey:

116 are in favor of a voluntary uniform dress code.
41 are not in favor of a voluntary uniform dress code.
3 are undecided.

All parents of K-4 students and K-5 students not in attendance when the 1993 survey was conducted, were surveyed in February 1994. Of the 25 parents who responded to the survey:

17 are in favor of a voluntary uniform dress code.
5 are not in favor of a voluntary uniform dress code.
3 are undecided.

The PTA Uniform Committee had contacted five Milwaukee public schools that have already instituted a voluntary school uniform dress code for their insight and advice (Clarke Street School, The Milwaukee Spanish Immersion School, Hi-Mount School, Sixty-Fifth Street School, and Garden Homes School).

Overall benefits of establishing school uniforms as seen by the parents at the Milwaukee French Immersion School include:

1. Simplify daily preparation and maintenance of school attire.
2. Reduce competition among students over external values and increase competition in academic areas.
3. Promote safety by avoiding conflicts over name-brand clothing.
4. Reduce clothing costs.

Based upon the enthusiastic interest of parents and the final results of the surveys, the majority of parents at the Milwaukee French Immersion School support establishing a voluntary school uniform dress code.

Strategic Plan Compatibility Statement

Promotes local school governance and self-determination.

Statute, Board Policy or Rule Statement

In an opinion dated March 27, 1991, the City Attorney indicated that a "voluntary uniform code . . . would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal. The student is still free to dress as the student or student's parents wish. Of course, in order to ensure that performance is truly voluntary, the school and its staff should take no action against students who choose to reject uniforms, nor should any undue pressure be exerted to persuade these students to wear uniforms."

Fiscal Impact Statement

No impact to district.

Implementation and Assessment Plan

To be determined by the parents at Milwaukee French Immersion School.

Recommendation:

Your Committee recommends that the Milwaukee School Board approve the request of the Milwaukee French Immersion School for a Voluntary School Uniform Dress Code.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

Administration’s Analysis

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.

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

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

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

Full implementation of this project will require an investment by Milwaukee Public Schools of $2.2 million in the 1995-1996 budget.

Implementation and Assessment Plan

Textbook Evaluation Committees would be appointed in late spring. They would examine materials during the 1994-1995 school year, and make their recommendations to the Board of School Directors in April, 1995.

Recommendation

In accordance with the Textbook Adoption Rules (2.07), your Committee recommends that the subject areas listed below <u>be opened</u> for textbook adoption:

<u>High School</u>

BUSINESS EDUCATION
Accounting

COMPUTER EDUCATION
Computer Literacy
Computer Science (carry over)

FAMILY & CONSUMER EDUCATION
Fashion and Fabrics
Family, Food, Society
Family and Community

FOREIGN LANGUAGE
German

MATHEMATICS
Advanced Math 3 (carry over)

SOCIAL STUDIES
American Government

Middle and Elementary School

Reading - Middle School
Reading Immersion (K-6)
German - Middle School

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

Administration's Analysis

The *Education for the 21st Century* document provides an overview of current and proposed initiatives that change the way we are delivering instruction, the content of what we teach, the way we are structured, and the measures by which we will be held accountable for results. It is meant to be seen as a "living" document to be constantly updated and revised as the district moves forward.

The process for developing the document began with the School Board's retreat held in August, 1993. At that session, the superintendent reviewed with the Board the components of the "strategy for change" presented two years ago. It was indicated that a redraft of the strategy for change would be developed to represent a unified vision for reform for the school district.

Annual action plans will be developed to implement the Board's goals and objectives as a part of the budget development and strategic planning process. Specific action plans were developed for 1993-94 and are being implemented, but are not included in this document.

In November, 1993, the first draft of the *Education for the 21st Century* document was sent to about 200 representatives from the business, governmental, school and community sectors asking for their input. The first draft was also reviewed and discussed by the Board at its December, 1993, retreat. We received responses from about 40 individuals and incorporated many of the suggestions into a second draft.

In January, 1994, the second draft of the document was sent to all MPS school principals, assistant principals, teacher representatives, central office employees, and representatives from the business, governmental, and community sectors. Information/feedback sessions were held with various employee groups to receive additional suggestions. We received more than 35 responses from individuals and groups and made changes based on the input received. The changes are underlined.

The final draft of the *Education for the 21st Century* document was submitted to the Board under separate cover for review and action; a copy of the document has been attached to the minutes of

your Committee's meeting of March 16, 1994. Once the document is approved by the Board, a specific plan will be developed to communicate it broadly throughout the school district and the community.

Strategic Plan Compatibility Statement

The *Education for the 21st Century* document was developed based on the school district's mission, goals, and strategic objectives established by the Milwaukee Board of School Directors in February, 1993. The format of the document is organized around the Board's goals and objectives. Modifications of the Board's strategic plan are being recommended, along with the adoption of school accountability measures.

Statute, Board Policy or Rule Statement

Modifications to the Board's mission, goals, and objectives, adopted on February 3, 1993, are being recommended.

Fiscal Impact Statement

Funding to implement the initiatives and programs outlined in the *Education for the 21st Century* document will be addressed through the annual budget development process.

Implementation and Assessment Plan

Progress reports on the implementation of the document will be provided to the Board through the following:

—The School Accountability process will report individual school progress toward reaching the student achievement accountability measures. As outlined in the School Accountability Plan, each school will be identified as *an improving school, a school of need of assistance, or high achieving school.*

—The MPS annual report card will report results on the accountability measures set by the Board on both a district-wide and school-by-school basis.

—The Superintendent's annual budget recommendations will include a progress report on goals for each funding area, along with recommendations for funding specific programs or initiatives.

—The Superintendent will provide the Board with a progress report on annual action plans at the end of each school year.

Recommendations

Note: Changes originally recommended by the Superintendent are underlined; additional changes recommended by your Committee are double underlined; deletions recommended by your Committee have ~~strike-through~~ text.

Your Committee recommends that:

1. That the Board's mission statement be modified as follows:

   The mission of the Milwaukee Public Schools is to accomplish the twin goals of excellence and equity for our diverse student population by ensuring that every Milwaukee Public School will provide an enthusiastic and effective environment for each student to develop a positive and responsible attitude toward self and learning, as well as the ability to think creatively and critically, communicate ~~effectively~~ clearly, welcome diversity in people, appreciate the arts, and contribute to society. ~~The Milwaukee Public Schools will accomplish these goals by developing a professionally empowered staff, effective parent collaborations and community partnerships.~~

2. That the Academic Achievement Goal statement be modified as follows:

   Goal 1 Academic Achievement – Student achievement will increase significantly. Students will graduate with the ability to read, write, speak clearly, think creatively and critically, and engage in the practice of freedom. ~~compute and analyze, problem solve, engage in scientific reasoning, and be prepared for post-secondary education and/or meaningful work.~~

3. That the School to Work Transition strategic objective statement under Goal 1 Academic Achievement be modified as follows:

   Objective 2 - School to Work Transition – Students at all grade levels will engage in activities to prepare them to be life-long learners and active workers in society.

4. That the former Parent/Community Support and Involvement strategic objective under Goal 1 Academic Achievement be separated into two objectives as follows:

   Objective 5 - Parent Support and Involvement – Parents will share in the responsibility for achieving MPS' mission, goals, and objectives.

   Objective 6 - Community Support and Involvement – The community will share in the responsibility for achieving MPS' mission, goals, and objectives.

5. That the Student Involvement/Empowerment strategic objective under Goal 1 Academic Achievement be modified as follows:

   Objective 8 - Student Involvement/Empowerment—Staff will work to enhance student involvement in the educational process and help motivate students to take responsibility for their own learning, attitudes, and behavior.

6. That an additional strategic objective be added to Goal 3 Fiscal Responsibility as follows:

   Objective 4 - Reduce or Redistribute Spending by Eliminating Unnecessary or Ineffective Programs or Functions.

7. That the Board establish a ~~fourth goal~~ a new section in the plan similar to and immediately preceding the section on Accountability, related to school facilities as follows:

   ~~Goal 4 –~~School Facilities -- 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.

8. That the Board adopt the following ~~strategic objectives for Goal 4 - School Facilities~~ subpoints for the new section on School Facilities:

   ~~Objective~~ 1 - Revise and update the 1993 Facilities Plan

   ~~Objective~~ 2 - Develop a ten-year funding strategy for preservation and expansion of capacity

   ~~Objective~~ 3 - Develop new management and delivery systems for facilities, maintenance, and operations.

4. - Improve Utilization of Buildings.

9. That the Board adopt the accountability measures for the elementary, middle, and high school levels as a part of the School Accountability Plan, along with the accountability measures for Goal 2, Equity; and Goal 3, Fiscal Responsibility; ~~and Goal 4, School Facilities~~. The accountability measures are included in the *Education for the 21st Century* document.

10. That the Board adopt the *Education for the 21st Century* document in concept to represent the school district's overall vision for change and improvement with the understanding that specific proposals and recommendations to implement aspects of the document will be submitted to the Board for approval on an ongoing basis.

* * * * *

(ITEM 4) 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 March 16, 1994.

Report on Ninth Grade Students Enrolled in Algebra

* * * * *

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

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

Noes—None.

Item 3, relating to the Education for the Twenty-first Century Plan, having been set aside for separate consideration, Director Johnson moved to approve the plan.

Director Lucey moved to amend Goal 1, Academic Achievement, by restoring the words "compute and analyze" and placing them after "speak clearly" and before "think creatively," so that the sentence would read "Students will graduate with the ability to read, write, speak clearly, compute and analyze, think creatively and critically, and engage in the practice of freedom."

Director De Bruin moved to postpone consideration of modifications to existing goals to an opportunity to consider them at a Board retreat.

After discussion, Director De Bruin withdrew his motion.

Director De Bruin moved to amend the amendment to Goal 1 to insert the words "engage in mathematical and scientific reasoning" after the words "think creatively and critically."

There being no objection, the amendment to the amendment was adopted by consensus.

Director Mitchell moved to amend the amendment to insert the words “problem solve” after the words “compute and analyze.”

There being no objection, the amendment to the amendment was adopted by consensus.

The question being on the adoption of the amendment to Goal 1, the amendment was adopted the vote being the same at that preceding:

Ayes—8; Noes—0.

Director Johnson moved amend the plan be deleting item 8 relating to school facilities.

The motion prevailed, the vote being as follows:

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

Noes—Director Mitchell—1.

The question being on the adoption of the plan as amended, the motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) 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:

Frequency Drive Replacements

Division 1—Milwaukee Trade and Technical High School
Mared Mechanical Contractors Corp., third low bidder, base bid of.....$53,000

Division 2—Kosciuszko Middle School
Mared Mechanical Contractors Corp., third low bidder, base bid of.....$60,261

Renovations—Lincoln Middle School of the Arts
Contract 22—Folding Partitions
JWC Building Specialties, Inc., second low bidder, base bid of $60,872

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

Administration's Analysis

The Administration has received a proposal from the Wisconsin Electric Power Company (WEPCO) to extend electrical service to a Department of Transportation transclosure located at 1727 West Bottsford Avenue. This extension of service would require an easement to be granted to permit underground cable to be installed to serve the transclosure.

The Division of Facilities and Maintenance Services has reviewed the request and finds no reason not to approve it.

Strategic Plan Compatibility Statement

Does not apply.

Statute, Board Policy or Rule Statement

Approval of easements by the Board is required by Wis. Stat. Sec. 119.16 (1) (m), 119.16 (3) (b) and 196.04 (2) (b).

Fiscal Impact Statement

In the past, concerns have been raised by the Board relative to granting of easements without compensation being involved. This is done because of the long-standing cooperative relationship which exists between the Board and a number of organizations. This cooperative relationship has resulted in many "extra" services being provided in the past at no cost to the Board. While these "extras" are not provided on every request, the maintenance of the overall relationship results in far more being received over the long-term than any compensation which could be received in the short-term. Relative to the request at Lowell School, WEPCO has indicated that all costs associated with installation and maintenance of the work will be borne by WEPCO.

Implementation and Assessment Plan

Does not apply.

Recommendation

Your Committee recommends that a grant of permission be approved for an easement for the City of Milwaukee on behalf of WEPCO to install an underground cable at the James Russell Lowell School, subject to all costs related to installation and maintenance of the project being borne by WEPCO.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

Administration's Analysis

The Administration has received a request from Buell Consulting on behalf of Cellular One for an easement at the Lloyd Street School Playfield so that they may construct a low power transmitter tower. This construction would consist of a 100-foot tower and a 12' x 20' service building to be located immediately adjacent to the storage building currently located at the site.

The Division of Facilities and Maintenance Services (DFMS) has reviewed the request with Buell Consulting and has indicated changes that would be required prior to installation. They have indicated to DFMS that all of the requested changes would be incorporated should the Board approve the lease agreement.

Strategic Plan Compatibility Statement

Does not apply.

Statute, Board Policy or Rule Statement

The Board has traditionally granted easements to public utilities, such as the gas or electric companies, or for other public purposes such as streets, sewers, water lines, etc. To date the Board has not granted easements or lease agreements of property to for-profit enterprises. The only instance where a deviation from this practice occurred was the approval on November 28, 1990 to grant Wisconsin Bell permission to construct an equipment building at the Happy Hill School to serve their fiber optic telephone network.

The granting of an easement to Cellular One for construction of a transmitter tower poses several policy questions for the Board to consider. These include:

A. Does the Board wish to begin permitting construction of transmitter towers on school or recreational sites?

Although this is the first request of this type, it is likely that additional requests would be forthcoming in the future, particularly as the growth of cellular telephone services continues and the need for additional sites for towers to serve smaller areas arises. Given the distribution of the school sites throughout the city, they could become natural locations for additional tower locations. It would then require future decisions to release additional land to these providers either on playgrounds or recreation sites.

B. Does the granting of permission to Cellular One imply that equal treatment must be given to their competitor(s) who may then wish to erect a tower either on the same or a different site in the future?

At the present time there are only two companies which are licensed to provide cellular phone service—Cellular One and Ameritech. While this number may change in the future, granting access to one company would place the Board in a position of having to grant equal treatment to the only other competitor. Should the number of licensees increase in the future, the problem would then be compounded. A request from one of these other licensee(s) may not even be at the same site, but another school location. At the present time there appears to be no sharing of facilities by the licensees. An example exists on the county land adjacent to the Park 'n Ride lot at U.S. Hwy. 45 and Good Hope Road. In this instance Ameritech set up a facility and tower first, and Cellular One subsequently set up their own facility and tower immediately adjacent to the Ameritech facility. This has now resulted in a situation where there are now two towers and two buildings at the same location. This situation would likely occur at each school or recreation site location that the Board would grant access, resulting in two or more towers and buildings requiring space.

C. Does the Board wish to set fixed lease terms for the grant of permission, thus requiring possible relocation of the tower and structure at the end of that term?

Should the Board wish to pursue the granting of access, it may be most beneficial to provide a fixed-term lease which would permit the Board the flexibility to terminate at its option. Although Cellular One has as an option a 30-year lease, a shorter period of time, such as 15 years, would provide the Board with greater flexibility in the future should problems arise which would necessitate terminating the agreement.

It should be noted that the placement of any transmitter tower at the Lloyd Street School Playfield will require either Cellular One or Ameritech to request a special use permit from the Board of Zoning Appeals, since no transmitter tower can be placed within 150 feet of a residential use. As such, Board approval of any easement or lease agreement it may wish to pursue would have to be contingent upon the granting of a special use permit by the Board of Zoning Appeals.

Fiscal Impact Statement

Unlike other easements, Cellular One has proposed some monetary benefit to the district in one of three ways:

A. Perpetual easement purchase of $25,000.

B. Monthly lease payment of $300 per month for 30 years. Rental can be increased 15 percent every five years.

C. Free air time in lieu of cash payment in the amount of 2,600 minutes free per month. This option would extend for the same 30 years as the monthly lease payment option.

In all scenarios, cost of construction, maintenance, and utilities would be borne by Cellular One.

Implementation and Assessment Plan

Does not apply.

Recommendations

Your Committee recommends:

1. That the request for an easement at the Lloyd Street School Playfield to construct a transmitter tower and equipment be denied.

2. That the Administration develop a policy relating to Board involvement in consideration of future easement requests of any kind with recommendations to be brought to the Board in May.

* * * * *

(ITEM 4) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

B-5147 75 each Low Water Cut-offs for Boilers (Fac. & Maint.)
Simone Engineering, low bidder, net at $28,207

B-5148 6 each Boiler-Burners (Fac. & Maint. for Walker, Riverside and Malcolm X)
Energy Process Service Company, second low bidder $163,191
less 2%, 10 days

B-5141 61 each Microcomputer Systems
Milwaukee, PC, Inc., low bidder..... $81,255
This supplier will be our source for additional purchases of MS-DOS based microcomputers until their prices show more than a trivial change or the prevailing computer market changes substantially in price or in hardware, or schools are no longer satisfied with the performance of the hardware or the supplies.

SS-086 Computer Lab (Allen-Field)
Apple computer for 20 each Macintosh LC550 4/160 student workstations to be connected via AppleTalk networking for a total cost of $32,037

SS-087 Computer Workstations in Media Center (Sholes Middle School)
IBM for 12 each Eduquest 486SX student workstations; 1 file server; 2 printers to be connected via Token Ring networking in the library media center..... $29,310
Entre Computer for a PS/2 486 computer; 1 tape backup unit; 1 CD-ROM tower; cabling; multimedia software; and operator and staff training..... $17,025

SS-088 Computer Workstations at 19 Schools (Project High Scope)
Apple Computer for 36 each Macintosh LC575 student workstations with CD-ROM and 23 printers with cabling for a total cost of $77,820

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
21st	Wisconsin Gas Co.	2,500	For color printer
38th	Colder's	100	Gift certificate
Alcott	Alcott PTO	150	Rental of three school buses
	Debbie Zeman	600	For school use
Allen-Field	Ameritech Foundation	3,900	Purchase of R.I.F. Books
	PTO	1,573	AV Equipment
	PTO	2,127	For school use
	Rotary Club of Milwaukee	300	Purchase of R.I.F. Books
Browning	Beatrice Keppler	50	College Scholarship Fund
	Nancy Bagemihl	20	College Scholarship Fund
	Pieper Electric/Ideal Plumbing & Heating	100	College Scholarship Fund
	Funds raised by school	1,344	College Scholarship Fund
	Wayne Zingler	20	College Scholarship Fund
Burbank	PTO	1,000	Computer equipment
	PTO	1,020	Educational supplies
	PTO	1,100	Classroom allotments
	PTO	3,000	For school library
	PTO	3,430	Field trips
	PTO	300	Microwave, coffeemaker, refrigerator
	PTO	370	Staff recognition events
	PTO	400	Writing to Read lab equipment
	PTO	420	Special events
	PTO	50	Adult poncho
	PTO	860	Student awards and incentives
Clement	Beverly Semrad (in memory of Sylvia Schlund and Dolores Amrock)	50	Library books and children's clothing
	Debra Schultz (in memory of Dolores Amrock)	25	For school use
Cooper	Funds raised by school	1,026	For school use
	Funds raised by school	1,265	For school use
	Funds raised by school	1,860	Weekly Readers, RIF prizes

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Douglass	Carol Schaeve	257	Binder image creator
	Carol Schaeve	524	Tandy SX-Trackstar, Apple IIE Board, Printer
Elm	Marquette Electronics Foundation	3,100	First Stage/Marina Lee
	Marquette Electronics Foundation	650	For school use
Engleburg	PTO	4,500	For school use
Fernwood	PTA	150	Assignment notebooks
	PTA	198	Bicycles
	PTA	326	Holiday program treat
	PTA	344	Third Friday treat
	PTSA	113	New parent breakfast
	PTSA	128	Student of the Month breakfast
	PTSA	503	Teachers' Convention
Goodrich	PTA	150	Refrigerator for medication
Grant	Funds raised by the school	411	Computer technology
	Grant Alumni Group	7,075	Computer technology
Greenfield	PTA	2,905	Sound system for auditorium
Irving	PTC	153	Cheerleading uniforms and pompons
	PTC	710	Field trips
Kagel	TCF Bank	413	For science lab
King	Bruce and Sandra Stark	20	Debate scholarship
	Funds raised by the school	599	Camcorder
Lady Pitts	Journal Communications, Inc.	100	For school luncheon
	Kiwanis Club of Mayfair	100	Toy Gift Program
	Kiwanis Club of Pewaukee	160	Luncheon
Lee	PTO	900	Student incentives
Lincoln Ave.	PTO	2,303	For school use
	PTO	2,350	For school use
Lloyd	Mr. and Mrs. Dwyer and Family	100	For school use
Malcolm X	Milwaukee Christmas Parade, Inc.	150	For participation in the 41st annual Christmas parade
Maple Tree	PTO	300	Educational games
Marshall	Gertrude M. Speer Milwaukee Foundation Fund	10,000	Grant - Eagle's Wing Productions
Marshall	Grunau Company	800	Kitchen cabinet and sink
	Lippert Tile Co.	1,000	Carpet
	Parent Infusion Network	100	For day care center
	The Village Church	1,600	Fence for playground
	Variety Club	1,120	70 tickets for Bucks game (student incentive)
Maryland	PTA	1,688	Field trip aid
Milw. French Immersion	PTA	1,000	To purchase art for display
Milw. Spanish Immersion	Ms. Janis Swan	63	For school use
Milw. Tech	Kubin-Nicholson Corp., PIP Printing, Schroeder Printing Co., Inc, Duffy Direct Mail Marketing, Inc.	13,142	For school use
North	Zahiya Courtney	250	For pom pon squad
Sholes	Funds raised by the school	398	For school use
Stuart	PTA	2,000	Software
Thoreau	PTC	5,000	Gestetner copier

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Tippecanoe	PTO	1,215	Overhead projectors, carts, Homework Hotline use
Vieau	Allen-Bradley	250	For Reading is Fundamental Program
Washington	MPS Recreation Department	300	Swim team equipment
Webster	Ambrosia Chocolate Co.	100	JASON Project field trip
TOTAL		98,678	

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) The Superintendent advised your Committee that:

Administration's Analysis

At its December 16, 1993 meeting, the Finance and Facilities Committee gave hearing regarding transportation services provided to four-year old kindergarten students. Other issues and concerns were also raised regarding transportation. The Administration recommended that a series of meetings with parents be held to address transportation issues. A report reviewing these activities was to be prepared and submitted to the School Board in March, 1994. Any revisions to School Board policy were to be brought forward for action.

Four meeting were held: January 5, 1994; February 16, 1994; February 17, 1994; and March 2, 1994. Two meetings were canceled due to inclement weather. Each meeting was attended by parents, bus company representatives, and staff from the Department of Parent and Student Services. Seventeen (17) issues were identified for discussion. A report detailing each issue and an action response has been attached to the minutes of your Committee's meeting of March 17, 1994. With the exception of the policy regarding the transportation of three and four-year old kindergarten students, all other issues can be addressed by the Administration and do not require School Board action. The remainder of this item will deal with the issue of kindergarten transportation.

The Milwaukee Board of School Directors' Policy regarding kindergarten transportation is as follows:

> Morning Assignment: Going to school, a child will ride a regular school bus route with other children assigned to the school. The child will board the bus at a corner stop which will be located no more than 1/4 mile from the home. Returning home, the child will ride a kindergarten mid-day route which will take the child to the home address.
>
> Afternoon Assignment: Going to school, the child will ride a kindergarten mid-day route which will pick-up the child at the home address. Returning home, the child will ride a regular school bus route with other children assigned to the school. The child will leave the bus at a corner stop which will be located no more than 1/4 mile from the home.

The issue is to amend School Board Policy to pick-up and drop-off K3-K4 students at their residence address.

There are currently 2,148 K3-K4 students transported. If the School Board Policy was changed to require K3-K4 students to be picked-up and dropped-off at their residence, transportation costs are

expected to increase by $1.0-1.5 million. A residence pick-up/drop-off policy would result in the establishment of many additional bus stops. The additional bus stops would add time to the route, thus resulting in fewer students transported within the allotted timeframe. It is estimated that an additional eighty (80) bus routes would be needed.

There are also logistical problems. Large school buses can not go down dead-end streets, cul de sac's, apartment building drives, etc. During the winter months, it very difficult to maneuver a large bus down narrow side streets. Traffic would have to stop as the buses wait for children to board the bus causing extreme congestion and posing safety concerns. Bus drivers may have difficulty locating addresses, as address signs may not be clearly marked.

Three other options were explored. They are outlined below:

Move all K3-K4 classes to the afternoon session, and move most elementary schools to the 9:10 a.m. to 3:40 p.m. time-frame.

The option would result in a massive restructuring of school hours.

Approximately 65-70 schools would have their hours changed. What this option allows is to run the bus longer at the end of the day. Since, the 3:40 p.m. dismissal is the last route for most drivers, if the route runs long there is no scheduling problem. Little additional cost is projected.

The amount of disruption to schools is unacceptable. Responses from Principals and other MPS administrators were overwhelmingly negative.

Establish K3-K4 classroom schedules outside of the current elementary school structure.

Currently, elementary schools are either on a 8:10 a.m. to 2:40 p.m. or 9:10 a.m. to 3:40 p.m. timeframe. This option would move the kindergarten half-day sessions to three times per day, starting at 7:30 a.m. and ending at 5:00 p.m. (Ex: Brown Street Academy). A possible arrangement would be:

07:30 a.m. to 10:30 a.m.
10:45 a.m. to 01:45 p.m.
02:00 p.m. to 05:00 p.m.

The transportation benefits are that no additional bus routes would be required. An increase in variable costs is expected, but much less than above item.

Contracts with various labor units would have to be negotiated. It is expected that the costs associated with this option would exceed the $1.0-1.5 million outlined in the first proposal.

Revise School Board Policy to state that K3-K4 students must be picked-up at the closest corner location to their resident address.

This option would not increase costs. Small children would have to walk probably no more than 500 feet or 7 to 10 houses. Most would be dropped-off within eyesight of their homes. This option addresses the complaint that it is too far for a small child to walk 3-4 blocks.

This option can be accommodated without additional cost.

Strategic Plan Compatibility Statement

Not Applicable

Statute, Board Policy or Rule Statement

Student Transportation Services (File EEA. M Walk to Stop Distance).

The School Board Policy should be revised as follows:
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/dropped-off at the closest safe corner location to their residence.

Fiscal Impact Statement
No Fiscal Impact

Implementation and Assessment Plan
Not Applicable

Recommendations
Your Committee recommends that:

1. The Department of Parent and Student Services will work with parents, schools and bus companies to implement the recommendations outlined in the report.

2. 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.

3. 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 guardien, 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.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

Administration's Analysis
In 1992, through informal discussions with parents and teachers, the concept of the Hi-Mount Community School evolved. The Hi-Mount Community School Steering Committee was formed.

In December, 1993, a draft of the Hi-Mount Community School By-Laws was presented to the Superintendent for review.

In February, 1994, an informational report on the Hi-Mount Community School was presented to the Board of School Directors.

Major concepts of the proposal include:

- Membership of the management team will represent parents, community leaders, school professionals, and government.

- It is proposed that the Board of School Directors will agree to fund the community school at a specified percentage of the per pupil cost calculated by the district for the prior school year.

- An ad hoc committee of the management team will evaluate the principal at least every two years.

- An ad hoc committee of the management team will conduct regular staff evaluations and will recommend that staff members be retained or not retained at the school.

Recent discussions between the administration, the principal, and the MTEA have led to an agreement in principle with the proposal, except for some issues related to budget.

Strategic Plan Compatibility Statement

The Hi-Mount Community School proposal is consistent with a *system of schools*, in that it decentralizes decision making, promotes shared decision making, encourages innovation and risk taking in the best interests of children, and holds the school accountable for continuous improvement.

Statute, Board Policy or Rule Statement

The administration recommends that mechanisms and regular meetings be established between Hi-Mount Community School and the directors of various central office departments to address issues related to compliance with federal laws, state statutes, and board policies/rules.

Fiscal Impact Statement

Negotiations are underway and further information will be brought to the Board.

Implementation and Assessment Plan

The Hi-Mount Community School proposes answering the following questions regarding implementation:

- Does student achievement improve under local autonomy?
- Does the faculty morale improve with autonomy?
- Does local control of the budget produce more efficiency?
- Does parent satisfaction increase with local autonomy?
- What advantages are created for the District by local autonomy?
- What problems are created for the district by local autonomy?

The proposal recommends that an outside evaluator be procured to complete a longitudinal study. The determination of who would coordinate and assume the cost of this investigator has not been determined.

The school will hold itself responsible for achieving a 25% increase in the next three years in the first four of the five accountability measures that have been identified for all MPS elementary schools:

(a) MPS pupils who take the State of Wisconsin Grade Three Reading Test will score in the *above standard* category

(b) Fourth grade pupils who take writing sample tests will score at or above a 4.0 (*acceptable*)

(c) Fifth grade pupils who take writing sample tests will score at or above a 4.0 (*acceptable*)

(d) Grade five students who take a standardized mathematics test will score at or above the national average

The school will hold itself responsible for exceeding the district average for attendance in the following measure:

(e) Average student attendance will increase

Recommendation

Your Committee recommends that the Board approve the implementation of the Hi-Mount Community School proposal, with continued discussions between appropriate parties to resolve the remaining issues. Approval is subject to decisions made during the budget process.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

Administration's Analysis

One of the goals of the Department of School and Community Services is to seek new funding options, improve operational methods and efficiency, and do cost benefit analysis in appropriate areas.

The Department has been exploring a number of options related to maintenance and custodial services.

A. The process being followed will provide necessary employee input, staff analysis, comparison and ensure quality standards.

B. Representatives from the department's Labor Management Council have formed a Contract Review Committee to ensure standards and adherence to labor contracts and serve as an internal advisory group as various options are brought forward.

Two companies, Marriott and Johnson Controls World-Wide Services, have met with staff and made presentations. Each has proposed developing a contracted pilot project.

A. Marriott - Management of building operations and custodial services at 10 - 15 schools.

B. Johnson Controls World-Wide Services - Full operation of building operations, custodial service, and maintenance at 10 - 15 schools.

Planning for the pilot projects will require exchange of information regarding contractual obligations, operating costs, and staffing levels; reference checks, including tours of other school districts using contracted services; selection of pilot schools; establishment of performance standards; and full investigation of all other related issues.

In addition, the department has begun to explore how to establish enterprise units which would be operated in partnership with employees.

All proposals will be required to adhere to all existing contract language for all bargaining units affected. Any proposed changes in wages, hours, or working conditions will be negotiated with the appropriate employee groups.

Strategic Plan Compatibility Statement

Board Goal 1, Student Achievement
- *School Climate*

Board Goal 2, Equity
- *Provide Equitable Distribution of Financial Resources.*

Board Goal 3, Fiscal Responsibility
- *Minimize Property Tax Burden*
- *Seek Additional Sources of Funding*
- *Develop Effectiveness Measures*

Statute, Board Policy or Rule Statement

No reference found in policy manual.

Fiscal Impact Statement
To be identified in pilot plans.

Implementation and Assessment Plan
To be specified in pilot plans.

Recommendations
Your Committee recommends:

1. That the Board authorize the Department of School and Community Services to plan and develop pilot projects/proposals with Marriott and Johnson Controls World-Wide Services.

2. That the Board direct the Department of School and Community Services to simultaneously explore with MPS employees engaged in building operations, custodial work, and maintenance, with their union representatives, their interest in and the feasibility of a pilot project/proposal in which they become an independent provider of such services to MPS in competition with companies such as Marriott and Johnson Controls. Such independent provider status could be achieved in a variety of ways. Some examples which may be considered would include:

a. Establishment of an employee-owned or controlled spin-off corporation with which MPS would contract for services. This could be structured with financial support from outside sources, the employees and/or MPS.
b. Affiliation of the participating MPS employees with an outside firm with which MPS would contract for services.

These examples are not intended to limit the options to be considered. MPS could include the sale of certain equipment or facilities used by these employees as part of the structure of such a pilot if appropriate and mutually beneficial.

3. That the plans and all contract proposals be brought to the Board for its review, consideration, and appropriate action.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

Administration's Analysis
A contingent fund transfer is requested to fund the settlement of a misconduct and various grievance cases.

These misconduct and grievance cases should not be charged to a specific school or department account but rather the school district. The charge by the litigants is not attributable to the actions of any specific department or school. The charges are:

$30,146 –To grievance settlements-teachers for a grievance settlement and for wages due a teacher who had been suspended without pay as a result of misconduct allegations.

$28,496 –To grievance settlements Local 1616 for a grievance settlement.

Strategic Plan Compatibility Statement
Not applicable.

Statute, Board Policy or Rule Statement
Not applicable.

Fiscal Impact Statement

Special funding has not been set aside in the 1993-94 budget for grievance settlement costs. A fund transfer will be required to underwrite the cost of this settlement. The Contingent Fund balance as of March 1, 1994, totaled $784,082.

Implementation and Assessment Plan

Not applicable.

Recommendation

Your Committee recommends that $58,642 be transferred from the contingent fund to the appropriate accounts for the purposes listed above and that the administration bring back information, recommendations, or a policy on the possibility or feasibility of chargebacks to schools or departments who incur these grievance settlement charges.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

Administration's Analysis

Sixty-Eighth Street Alternative School is the only alternative high school which provides a School to Work vocational education component in its curriculum.

The School to Work education program at Sixty-Eighth Street Alternative School was implemented in the 1991-92 School Year. The program integrates Business Education and Marketing Education Concepts with the academics of English, Math, and Social Studies. This program has been totally funded through Carl Perkins.

Carl Perkins eligibility rules require the funds available to school districts be used to improve existing vocational education programs that are supported by district funds.

The school is developing a restructuring plan for the 1994-95 school year. The restructuring plan will emphasize School to Work education. Sixty-Eighth Street Alternative School has submitted an application for Carl Perkins funding for the 1994-95 School Year to obtain categorical funds to support the school to work transition theme. Board funding of one vocational education teacher at 68th Street School for 1993-94 and 1994-95 would fulfill the grant eligibility requirements and allow the school to continue receiving Carl Perkins funds.

Without continued Carl Perkins funds, Sixty-Eighth Street Alternative School will not be able to retain the vocational educational programs currently at the school. The absence of additional funding would mean the loss of two vocational education teachers presently assigned to the building. In addition a lack of Carl Perkins funds could result in the transfer of a 15 station computer lab at Sixty-Eighth Street School created with the Carl Perkins Program funds.

Board staff development moneys in the Alternative Education Program Account for 1993-94 and 1994-95 can be transferred to pay for one vocational education teacher.

Strategic Plan Compatibility Statement

The recommendations support the Board goals related to the implementation of school to work programs in middle and high schools.

Statute, Board Policy or Rule Statement

The allocation of funds to support new full time positions is required by the Rules of the Board of School Directors Article II section 2.31.

Fiscal Impact Statement

The recommendation would require the transfer of $34,000 from the 1993-94 Division of Alternative Programs Alternative Schools budget for staff development to the salary account.

Recommendations

Your Committee recommends that one vocational education teacher position be approved and that the Board approve the transfer of funds within the Division of Alternative Programs Alternative Schools Budget to fund one vocational education teacher position for second semester, 1993-94, with funding for the second year contingent on receiving the Carl Perkins funds.

* * * * *

(ITEM 11) Director De Bruin requested Committee consideration of the following resolution:

WHEREAS, Current school hours do not coincide with the work schedules of most working parents; and

WHEREAS, Quality childcare after school in this community is not readily available to many parents; and

WHEREAS, The result is that many children become latchkey children, coming home to an empty house with no adult supervision and guidance; and

WHEREAS, This lack of supervision and guidance presents a danger to children because, at the least, they are left to entertain themselves in front of the television watching programming that may be inappropriate for children and does not provide proper stimulation, or worse, they are subjected to the influence of the streets; and

WHEREAS, MPS has available facilities that are convenient and suitable as sites for after-school childcare, which may permit MPS to provide childcare at economical rates; and

WHEREAS, Parents who would utilize after-school childcare may be required to pick up their students and thereby lessen the amount of bussing required, resulting in savings to MPS; be it

RESOLVED, That the administration shall examine the feasibility of providing voluntary on-site after-school childcare on a fee for services basis and recommend to the Board feasible options for providing such services, either by contracting with childcare providers who will use MPS school site locations, by directly providing such services, or otherwise. Such recommendation shall specifically address the extent to which such services could be implemented at the elementary school level in the 1994-95 school year.

Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 12) 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 17, 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 February 28, 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 :

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$588,230,607	$ 0	$588,230,607	$370,995,796	$217,234,811	63.0%
Categorically Aided	55,657,430	11,724,053	67,381,483	31,342,191	36,039,292	46.5%
School Nutrition	23,981,846	0	23,981,846	13,066,287	10,915,559	54.4%
Construction	19,900,000	0	19,900,000	19,806,870	93,130	99.5%
Extension	6,356,179	0	6,356,179	5,206,264	1,149,915	81.9%

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	$351,321,163	$244,487,144	59.0%
Categorically Aided	55,657,430	12,649,904	68,307,334	37,287,584	31,019,750	54.6%
School Nutrition	23,981,846	15,083	23,996,929	13,450,917	10,546,012	56.1%
Construction	19,900,000	5,359,027	25,259,027	13,674,145	11,584,882	54.1%
Extension	6,356,179	15,797	6,371,976	3,624,782	2,747,194	56.9%

(1) Represents Board approved transfers during the Fiscal Year 1994 and appropriations for purchases encumbered in Fiscal Year 1993.
(2) Encumbrances and expenditures included through February 28, 1994 and payrolls through February 25, 1994.

C. Expenditure Control Report.

D. Report on the Contingent Fund Balance and Projected Deficits and Balances.

E. Presentation of the Facilities Compliance Plan for the Americans with Disabilities Act

* * * * *

Separate consideration having been requested of Items 1, 6, 8 and 9, the remainder 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 to correct an error, Director Small moved to approve the award of contracts, with Habermehl Electric, Inc. substituted for Mared Mechanical Contractors Corp. in Division 2, Koscsiuzko High School.

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

Ayes—8; Noes—0.

Item 6, relating to the transportation policy, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

Director De Bruin moved to refer the report back to committee.

The Board recessed from 10:43 PM to 10:53 PM.

After discussion, Director De Bruin withdrew his motion.

Director Lucey moved to amend recommendation 3 of the report by adding the following language:

> "Before this service is implemented, the Department of Parent and Student Services will bring a report to the Board giving the fiscal impact, ensuring that all 3 and 4 year olds will be involved in the analysis and identifying measures to prevent abuse of the program."

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

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

Ayes—8; Noes—0.

Item 8, relating to the development of pilot maintenance and custodial proposals, having been set aside for separate consideration, Director Sinicki moved to adopt the report.

Director Johnson moved to amend the report by adding the following language:

> "4. Any plans, contracts or proposals should not reduce the economic opportunities for minorities and women for performing these services."

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

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

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

Noes—Director Johnson—1.

Item 9, relating to a contingent fund transfer for misconducts and grievance cases, having been set aside for separate consideration, Director De Bruin moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk presented seven 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 8; March 9; March 14; March 21; March 22; and March 28, 1994 at 9:00 AM and 2:00 PM.

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

Ayes—8; Noes—0.

COMMUNICATIONS

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

Communication from the Milwaukee Village School and Community Center Partnership Project regarding a proposal for an innovative or charter school.

Referred to the administration.

Communication from the Fernwood School PTSA requesting the installation of a Tot Lot at the school.

Referred to the Committee on Finance and Facilities.

Communication from Robert A. Krahn requesting that the Adams Playfield be renamed for Clarence H. Emigh.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Small:

WHEREAS, The Board of School Directors is committed to decentralization, a system of schools and outcome-based accountability; and

WHEREAS, The Board of School Directors has authorized the Superintendent to accept and evaluate proposals related to innovative options for operating schools for possible Board approval and implementation; and

WHEREAS, The Board of School Directors is interested in obtaining the most economical and highest quality service for its education dollar; and

WHEREAS, All contracts with the Board contain a Request for Proposal process with specific goals, parameters, timelines and costs which are objectively evaluated and ranked to determine which gives the most value for the taxpayers money; and

WHEREAS, The public has expressed concern about the scope, criteria and process to be used regarding innovative proposals that might be considered by the Board; and

WHEREAS, Milwaukee has a long tradition of open discussion and debate on major public policy issues; and

WHEREAS, The Board of School Directors, in keeping with Milwaukee's long tradition of open discussion and debate, desires to keep the public well informed about all innovative proposals; now therefore, be it

RESOLVED, 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

1. 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.

2. 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.

3. 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.

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

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

Referred to the Committee on Instruction and Community Relations.

By Director Small:

WHEREAS, Mayor John Norquist and Representative Polly Williams have proposed to expand the Milwaukee Parental Choice program to include private sectarian schools within the city; and

WHEREAS, The proposal would increase the number of pupils who can participate from 1,500 to 5,000; and

WHEREAS, The proposal would allow funds to support sectarian schools; and

WHEREAS, The Wisconsin Coalition for Public Education, a statewide coalition of 24 groups, including the Wisconsin Conference of Churches IMPACT Board, Wisconsin Jewish Conference, ACLU, Wisconsin PTA, WEAC/WFT, WASB along with many other organizations oppose the expansion of the Milwaukee Parental Choice program to religious schools; and

WHEREAS, The Coalition opposes the expansion because it "undermines the concept of public education and violates the constitutional wall separating church and state;" now, therefore, be it

RESOLVED, That the MPS Board of School Directors does hereby express its opposition to the use of public funds for private sectarian schools; and be it

FURTHER RESOLVED, That the MPS Board of School Directors join the Wisconsin Coalition for Public Education.

Referred to the Committee on Legislation and Rules.

By President Bills:

WHEREAS, The Milwaukee Public School District has embarked on a program to promote local school autonomy and greater accountability in the system; and

WHEREAS, Some of the anticipated benefits of local school autonomy include improved student achievement, faculty morale and parent satisfaction; and

WHEREAS, Local control of the budget should produce more efficiency; and

WHEREAS, A significant portion of the district's per pupil cost can be allocated to schools, with a relatively small portion reserved to fund centralized functions; and

WHEREAS, It is appropriate for the Board to provide the necessary incentives and disincentives to promote more accountability within the system and to provide for increased local school control; now, therefore, be it

RESOLVED, That the Board direct the administration to prepare a feasibility analysis and recommendations for the Board's consideration in the following areas:

- •Giving each school a specified percentage of the district's per pupil cost;
- •Giving each school an additional percentage per pupil as a bonus to reinvest in the school as the shared decision making body determines if it surpasses approved student achievement and "gap" goals;
- •Giving no-layoff guarantees in exchange for agreements to waive or limit seniority provisions to ensure that schools have teachers who believe in the school's mission and will be accountable for achieving the Board goals, as well as ensuring that no child will be rejected because of race, economic, religious, gender or handicapping condition or disciplinary record; and
- •Allowing each school to carry over a specified percentage of savings for use in the next year's budget if efficiencies are achieved which are legal and do not undermine general school maintenance and safety; and be it

FURTHER RESOLVED, That the Administration report back to the appropriate Committee by August of this year.

Referred to the Committee on Personnel and Negotiations.

By President Bills:

WHEREAS, Until 1977 the Milwaukee Board of School Directors had the authority to fill vacancies on the Board by appointment; and

WHEREAS, The Board currently must call a special election to fill any vacancy on the Board; and

WHEREAS, Because of the timing of vacancies occurring on the Board, a special election often cannot be called concurrently with a general election; and

WHEREAS, The taxpayers of the City of Milwaukee must bear the additional cost of any special election which cannot be held concurrently with a general election; and

WHEREAS, The only other option the Board has is to leave the seat vacant until the next general election, thus depriving a district of elected representation on the Board; now, therefore, be it

RESOLVED, That the Board seek legislation to allow a vacancy on the Board to be filled, for its remaining term, by the appointment of a candidate from the respective district by a majority of the membership of the Board; and be it

FURTHER RESOLVED, That, should the legislation be passed, the Board determine the criteria and procedures it will use for determining whom it will appoint to any vacancy.

Referred to the Committee on Legislation and Rules.

The Board adjourned at 11:17 PM.

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

SUPERINTENDENT'S MONTHLY REPORT as of March 31, 1994

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	448	450		4	725	14	92	54	9		989
K3	481	323		7	508	40	61	197	21		804
PK	119	73			155	2	11	24			192
K4	2074	1910		39	2129	190	410	1136	80		3984
K5	4311	4083		87	4970	363	952	1878	144		8394
01	4934	4598		111	5874	348	1074	1984	141		9532
02	4340	4142		100	5140	375	909	1854	103	1	8482
03	4183	3984		91	4888	327	913	1847	101		8167
04	4037	3875		91	4708	345	881	1812	80		7912
05	3973	3825		79	4655	330	899	1751	84		7798
06	3798	3536		91	4360	3023	799	1697	85		7334
07	3705	3472		83	4362	269	770	1626	67		7177
08	3625	3575		100	4358	249	762	1661	70		7200
09	4074	4152		118	4882	240	973	1951	63		8228
10	3107	3216		80	3545	193	682	1765	58		6323
11	2232	2526		58	2481	173	454	1540	52		4758
12	1724	1885		41	1727	158	336	1303	44		3609
13	6							5			5
Invalid	4	1			4				1		5
TOTAL	51174	49628		1180	59467	3918	10978	24055	20	1	100802

Total Active Detached..... 67(Included above) Total Suburban Transfers—5742

Total Inactive..... 594(Not included above)

Brown Deer	166	Glendale/River Hills	253	Mequon-Thiensville	199	St. Francis	146
Cudahy	264	Greendale	286	New Berlin	116	Wauwatosa	817
Elmbrook	285	Greenfield	67	Nicolet	147	West Allis	326
Fox Point	135	Hamilton	82	Oak Creek	299	Whitefish Bay	408
Franklin	377	Maple Dale-Indian Hills	334	Shorewood	289	Whitnall	259
Germantown	43	Menomonee Falls		South Milwaukee	333		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1522	71.3	118.0	6.0	Milwaukee Tech	1633	80.2	121.0	4.0
Custer	1111	67.5	92.0	5.0	North Division	818	57.9	84.0	4.0
Hamilton	1763	76.2	124.0	5.0	Pulaski	1385	71.8	103.0	5.0
Juneau	839	80.1	67.0	3.0	Riverside	1359	80.0	103.0	5.0
King	1203	86.0	72.0	4.0	South Division	1669	69.1	160.0	5.0
Madison	1117	73.7	96.0	5.0	Vincent	1266	75.9	94.0	5.0
Marshall	1159	74.1	96.0	5.0	Washington	1567	74.0	130.0	5.0
MHSA	807	85.2	64.0	3.0	TOTAL	19218	74.9	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	946	89.0	71.0	4.0	Muir	919	88.6	78.0	4.0
Bell	891	86.6	71.0	3.0	Parkman	577	84.4	45.0	3.0
Burroughs	929	89.0	74.0	4.0	Robinson	511	92.3	42.0	2.0
Edison	803	87.6	75.0	3.0	Roosevelt	628	91.7	47.0	3.0
Fritsche	973	91.5	85.0	4.0	Sarah Scott	626	88.4	52.0	3.0
Grand Avenue	632	90.0	66.0	3.0	Sholes	832	88.5	75.0	3.0
Kosciuszko	735	83.1	82.0	4.0	Steuben	925	90.1	70.0	4.0
Lincoln	634	84.0	47.0	3.0	Walker	815	84.0	71.0	3.0
Malcolm X	588	78.5	55.0	4.0	Webster	997	87.2	76.0	4.0
Acad	787	88.4	64.0	3.0	Wright	770	90.5	63.0	3.0
Milw.Ed.Center	1114	93.2	77.0	4.0	TOTAL	16632	88.2	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	419	91.0	20.0	1.0	Humboldt Park	613	92.5	49.0	2.0
Allen Field	1031	91.1	85.0	2.0	Irving	660	91.7	51.0	2.0
Auer	613	91.1	58.0	2.0	Kagel	351	94.1	45.0	2.0
Barton	575	94.1	33.0	3.0	Keefe Av.	634	90.6	58.0	2.0
Brown Street	559	92.3	72.0	3.0	Kilbourn	419	90.8	40.0	1.0
Browning	425	89.9	34.0	1.0	Kluge	560	91.7	47.0	2.0
Bruce	552	92.4	38.0	2.0	LaFollette	644	90.5	61.0	2.0
Bryant	610	89.1	39.0	3.0	Lancaster	594	93.0	35.0	2.0
Burbank	566	92.4	32.0	2.0	Lee	621	91.7	57.0	2.0
Burdick	481	90.9	40.0	1.0	Lincoln Av.	644	90.5	43.0	2.0
Carleton	477	93.5	29.0	2.0	Lloyd St.	543	89.7	43.0	2.0
Cass	607	91.0	50.0	2.0	Longfellow	634	92.7	44.0	2.0
Clarke	514	91.6	51.0	2.0	Lowell	303	88.7	17.0	1.0
Clemens	439	91.6	34.0	1.0	MacDowell	527	93.6	45.0	1.0
Clement	443	93.0	31.0	1.0	Manitoba	369	94.2	39.0	2.0
Congress	490	92.6	30.0	1.0	Maple Tree	522	91.1	30.0	2.0
Cooper	395	89.7	27.0	1.0	Maryland Av.	335	92.3	27.0	2.0
Curtin	352	93.4	24.0	1.0	McNair	285	91.1	23.0	1.0
Doerfler	672	92.2	37.0	2.0	Meir	241	96.1	19.0	1.0
Douglass	306	90.0	23.0	1.0	Milw.Im.French	388	94.1	29.0	1.0
Dover	609	89.9	39.0	2.0	Milw.Im.German	541	94.6	42.0	2.0
Dr. King	532	91.9	57.0	2.0	Milw.Im.Spanish	507	94.2	40.0	1.0
Eighty-first	458	91.6	25.0	1.0	Mitchell	761	90.5	50.0	2.0
Elm	558	94.9	42.0	1.0	Morgandale	632	90.1	49.0	1.0
Emerson	279	93.2	22.0	1.0	Multilingual	357	94.4	41.0	1.0
Engleburg	536	92.7	37.0	2.0	Neeskara	436	93.2	31.0	1.0
Fairview	547	93.9	54.0	2.0	Ninety-fifth	325	95.0	24.0	1.0
Fernwood	427	88.1	30.0	2.0	Palmer	584	87.7	60.0	2.0
Fifty-third	407	95.5	27.0	1.0	Parkview	418	94.0	27.0	1.0
Forest Home	948	92.8	80.0	3.0	Phillip	348	93.5	29.0	1.0
Franklin	598	92.7	61.0	2.0	Pierce	570	92.8	69.0	2.0
Fratney	374	94.2	34.0	1.0	Riley	670	92.9	53.0	2.0
Gaenslen	725	87.2	76.0	2.0	River Trail	351	90.2	20.0	1.0
Garden Homes	497	90.6	46.0	2.0	Seventy-eighth	554	91.6	44.0	2.0
Garfield	426	95.4	34.0	1.0	Sherman	570	90.8	31.0	2.0
Garland	369	92.5	20.0	1.0	Siefert	604	88.2	54.0	2.0
Goodrich	450	64.2	25.0	2.0	Silver Spring	387	92.3	29.0	1.0
Grant	582	93.9	36.0	2.0	Sixty-fifth	396	95.5	27.0	1.0
Grantosa	634	92.1	44.0	2.0	Starms	390	91.6	41.0	1.0
Granville	409	91.0	31.0	2.0	Story	506	93.6	49.0	2.0
Green Bay Av.	550	93.5	62.0	2.0	Stuart	335	94.6	24.0	1.0
Greenfield	379	94.2	34.0	1.0	Thirty-eighth	568	95.2	39.0	2.0
Hampton	597	92.3	39.0	3.0	Thirty-fifth	352	91.4	22.0	1.0
Happy Hill	501	91.7	29.0	2.0	Thirty-first	510	95.3	42.0	1.0
Hartford	614	91.8	34.0	2.0	Thirty-seventh	540	88.8	54.0	2.0
Hawley	335	92.9	23.0	1.0	Thoreau	705	92.5	49.0	2.0
Hawthorne	358	93.1	27.0	1.0	Thurston Woods	352	94.8	29.0	1.0
Hi-Mount	444	92.5	29.0	1.0	Tippecanoe	245	92.5	16.0	1.0
Holmes	739	88.1	81.0	2.0	Townsend	521	95.1	36.0	1.0
Honey Creek	335	91.7	29.0	1.0	Trowbridge	359	92.1	32.0	1.0
Hopkins	747	90.6	71.0	2.0	Twenty-first	587	94.5	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	660	90.2	65.0	2.0	Whitman	399	91.2	35.0	1.0
Urban Waldorf	291	93.3	24.0	1.0	Whittier	209	94.7	10.0	1.0
Victory	475	94.9	37.0	2.0	Wisconsin Av.	693	93.7	56.0	3.0
Vieau	608	94.0	61.0	2.0	Zablocki	604	92.8	44.0	2.0
Wheatley	715	89.6	67.0	2.0	TOTAL	56022	92.1	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	73	75.2	1.0	1.0	Manitoba Ortho.	120	87.4	4.0	.0
Craig	152	71.2	30.0	1.0	Phoenix Alt. HS	169	64.1	9.0	1.0
Hayes	90	66.7	30.0	1.0	Pleasant View	100	75.5	17.0	1.0
Kilmer	381	84.4	22.0	1.0	Sixty-eighth	206	45.8	16.0	1.0
Lady Pitts	227	64.7	30.0	1.0	Stay	116	68.4	10.0	1.0
Lapham Park	122	80.3	17.0	1.0	Commun. Based	1260		0	.0
Lavarnway	28	92.4	0	1.0	TOTAL	3044	73.2	186.0	11.0
					MPS TOTAL	90.8	94916	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of March 31, 1994
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	39	1	2412	36	33	1	422	7	904	31	36	3	3846	79	3928
Emotion. Dist.	29	1	1367	55	6	0	106	8	429	20	25	1	1962	85	2047
Autistic	0	0	81	8	1	0	4	1	48	2	2	0	136	11	147
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	33	50	1	0	6	8	12	40	0	1	53	99	152
Physically Hdcp.	4	0	364	59	18	3	71	8	213	28	8	2	678	100	778
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	106	25	19	2	26	8	87	19	8	0	249	54	303
Mentally Ret.	13	3	1586	227	22	11	171	25	371	101	15	3	2178	370	2548
Speech/Languag	36	16	2282	1395	44	51	355	247	964	641	43	35	3724	2385	6109
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	125	21	8231	1855	144	68	1161	312	3028	882	137	45	12826	3183	16009
Ethnic Totals	146		10086		212		1473		3910		182		16009		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 14, 1994

Special meeting of the Board of School Directors called to order by President Bills at 7:11 PM.

Present—Directors De Bruin, Johnson, Lucey, Mitchell (7:12 PM), O'Neil, Sinicki, Small and President Bills—8.

Absent—None.

Vacancy on Board—1.

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

April 12, 1994

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 7:00 PM, Thursday, April 14, 1994 in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of giving public hearing on the proposed 1994-95 School Operations, Construction and Extension Fund Budgets.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the proposed 1994-95 School Operations, Construction and Extension Fund Budgets.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:13 PM.

The Board rose from the Committee of the Whole at 8:52 PM.

President Bills, who chaired the Committee of the Whole, reported that the Committee, in accordance with Section 119.16 (8) (a), Wisconsin Statutes, had given hearing to interested persons relative to the proposed 1994-95 School Operations, Construction and Extension Fund Budgets.

Director Small moved to accept the report of the Committee of the Whole.

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

Ayes—8; Noes—0.

The Board adjourned at 8:54 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 1994

Special meeting of the Board of School Directors called to order by President Bills at 8:00 PM.

Present—Directors DeBruin, Johnson, Lucey, O'Neil, Sinicki (8:30 PM), Small and President Bills—7.

Absent and excused—Director Mitchell—1.

Vacancy on Board—1.

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

April 15, 1994

At the request of President Mary Bills, a special meeting of the Board of School Directors will be held at 8:00 PM, Monday, April 18, 1994 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of receiving, considering and taking action on the report and recommendations of the Budget Committee with respect to the Fiscal Year 1995 School Operations, Extension and Construction Fund budgets.

NANCY R. NOESKE
Director

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

April 18, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

The following amendment to the fiscal year 1995 proposed budgets for School and Community Services is requested:

The City Attorney has determined that the $6,000,000 proposed borrowing by the City of Milwaukee for deferred maintenance projects must be funded in the school operations fund. The adjustment to the construction fund and the school operations fund is as follows:

Construction Fund—Deferred Maintenance (Expenditure)	$(6,000,000)
Construction Fund—Bonded Debt (Revenue)	(6,000,000)
School Operations Fund—Bonded Debt (Revenue)	6,000,000
School Operations Fund—Deferred Maintenance (Expenditure)	6,000,000
Total Budget Impact	$ 0

This will not impact the tax levy, tax rate or state aids.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(Item 2)

April 18, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

Re: Fiscal Year 1995 Budget
Supplemental Early Retirement Plan for Teachers

As I have stated to the Board of School Directors during discussions surrounding the Fiscal Year 1995 budget, an unresolved budgetary issue facing the Milwaukee Public Schools is past underfunding of the Supplemental Early Retirement Plan for Teachers. I am presenting to the Board for consideration this evening a way to address this critical issue. I believe this solution reflects good public policy, and provides necessary dollars for the fund without requiring additional spending or additional tax dollars. This approach also protects the state aids upon which the district relies.

As you will recall, the Board of School Directors approved in the FY 1994 budget $6.2 million designated for the school district's Reserve Fund. These dollars are currently in the FY 1994 operating budget. When the Board set aside the $6.2 million, neither the Board or the administration were aware of the underfunding of the Supplemental Early Retirement Plan for Teachers. However, now that we are aware of this situation, I am requesting that the Board take the $6.2 million previously designated for the Reserve Fund and prepay the entire amount to the plan this year. There are several advantages to taking this course of action which provides the district a unique opportunity to address the underfunding issue:

- No additional tax dollars will be spent to provide this funding, because the dollars were already allocated as part of the FY 1994 budget;

- There is no impact on the FY 1995 tax rate, because the dollars are coming from FY 1994;

- Using these dollars lowers future pension payments because the pension plan retains investment income. The rate of return for the pension plan would be approximately 8%; and

- Using the $6.2 million in the FY 1994 budget frees the $2,395,000 pension payment included in the proposed FY 1995 budget. This would allow those dollars to be used to restore cuts and consider other priorities.

There is another critical issue to consider in a discussion of using the $6.2 million to offset underfunding in the Supplemental Early Retirement Plan for Teachers. Putting the $6.2 million in the reserve fund may reduce state aids projected for FY 1995. The Department of Public Instruction has informed the district that this could result in a potential reduction of state aids of approximately $3.3 million. This would require that the Board meet again to amend the FY 1995 budget to make up for the reduction in state aids.

If the Board of School Directors were to agree that this is the best course of action to take, I have attached for your information a suggested list detailing how the $2,395,000 could be reallocated. The recommendations were developed based on priorities submitted by the Superintendent and members of the Board of School Directors during previous FY 1995 budget deliberations.

One of the proposed recommendations is to provide funding for common school fund loan interest and principle payments. I am also attaching a document which summarizes school facility funding, including a proposed debt retirement schedule for common school fund borrowing.

I look forward to our discussion of this issue this evening.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachment
Re: FY 1995 Budget
Supplemental Early Retirement Plan for Teachers

Recommended reallocations based on priorities submitted by the superintendent and members of the Board of School Directors.

$2,395,000

Description of Amendment	Amendment Amount
Common School Fund - Loan interest and principle payments for construction projects in accordance with requirements of the American with Disabilities Act and asbestos regulations.	$623,917
Pupil Transportation/School Schedules - Restore funding to allow two schools (Pierce and Tippecanoe) to stay on the early schedule. An amendment to maintain Manitoba School on the early schedule is included in the Budget Committee's recommendations.	220,000
K-12 Teaching and Learning/Staff Development - Provide funding for district-wide implementation of the K-12 Teaching and Learning Initiative.	145,000
Alternative Education - Provide funding for staff development.	100,000
School Finance Litigation - Provide funding to cover potential litigation costs related to equitable financing of public schools. (Request by Director Bills)	100,000
Intern Teacher Program - Restore funding to provide stipends to interns who do their student teaching in certification areas of high need with the Milwaukee Public Schools.	49,000
School to Work - Provide additional funding for implementation of the school to work program.	750,000
Research and Development - Provide additional funding to support innovative school proposals from within MPS.	100,000
School Selection - Provide funding to support a school selection study. (Request by Director De Bruin)	100,000
Milwaukee High School of the Arts - Provide additional funding for the Milwaukee High School of the Arts to support their performing and visual arts programs in lieu of funding for an athletic program. (Request by Director Bills)	50,000
Contingent Fund - Allocate additional funds for the school district's contingent fund.	157,083

REPORT OF THE COMMITTEE ON BUDGET

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) With respect to the Fiscal Year 1995 School Operations Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted March 15, 1994 as amended below:

Note: the Priority column indicates the Superintendent's original priorities for budget amendments. Some numbers are missing because they were not adopted by the Committee. Items indicated Bd are Board amendments not on the Superintendent's original priority list.

Increases (decreases) in expenditures and revenues:

#	Item	Priority	Expenditures	Revenues
1	Net of additional state aid of $15,887,247 less $8,087,247 applied to reduce the property tax levy			$7,800,000
2	School safety program—approve funding for 17 safety assistants, 2 psychologists, metal detectors, inservice, supplies, equipment and miscellaneous	1	$700,000	
3	Equitable allocation of resources—restore .4% cut taken to reach FY1995 baseline budget	2a	1,043,000	
4	Equitable allocation of resources—restore a portion of the FY 1994 cut of 2.64%	2b	1,457,000	
5	K-12 Teaching and learning–staff development—allocate funding for high school restructuring: $30,000, and for early childhood grade 3 staff development and materials: $200,000	3	230,000	
6	School maintenance—restore funding for minor maintenance in schools	4	229,000	
7	Alternative education–alternative schools—approval of funding for 100 additional day treatment seats and an after school program	5	385,000	
8	Increase district contingent fund	6	261,000	
9	School safety program—approval of funding for 3 safety assistants, 1 secretary, 4 mobile units, inservice, supplies, additional metal detectors, equipment and miscellaneous	7	312,648	
10	Pupil transportation—restore funding to allow Manitoba to remain on the early schedule	9	180,000	
11	Hi-Mount Community School Project	10	156,000	
12	K-12 teaching and learning-approval of funding to support equity and multiculturalism curriculum goals; K-12 district wide implementation; reading and writing; and early childhood-K4	12	255,000	
13	Equitable allocation of resources—increase school allocations to assist with funding for exceptional education program costs of supplies, etc.	13	250,000	
14	School maintenance—restore funding for lighting replacement, minor maintenance and asbestos work	14	273,450	
15	Reduce funding for expulsion seats in alternative education–agency programs to assist in funding technology initiative	15	(51,948)	
16	School Facility leases—approval of funding for leases for school outposts not included in the FY 1995 budget	17	25,850	
17	Equitable allocation of resources—additional funding for elementary schools	Bd	299,000	
18	New teacher assistance program	Bd	116,000	
19	Principal evaluation	Bd	390,000	
20	Exceptional Education Audit	Bd	150,000	
21	Reduce exceptional education, speech and language program to assist in funding exceptional education audit	Bd	(75,000)	
22	Reduce exceptional education equipment accounts to assist in funding technology initiative	Bd	(50,000)	
23	Reduce exceptional education expansion account to assist in funding technology initiative	Bd	(100,000)	

24	Technology initiatives—financial management, $914,000 and school lunch accounting, $450,000	Bd	1,364,000	
25	**Total**		**$7,800,000**	**$7,800,000**

B. That the following resolution, based on the Superintendent's recommended budget as amended, be adopted:

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 $638,433,372 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 1995 Fiscal Year; and that $220,610,916 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 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.

* * * * *

(ITEM 2) With respect to the Fiscal Year 1995 Construction Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted March 15, 1994.

B. That the following resolution, based on the Superintendent's recommended budget, be adopted:

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 $13,900,000 will be required for the 1995 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 1994, said amount to be in addition to the money received from other miscellaneous sources.

* * * * *

(ITEM 3) With respect to the Fiscal Year 1995 Extension Fund Budget, your Committee recommends:

A. That the Board adopt the Superintendent's recommended budget submitted March 15, 1994.

B. That the following resolution, based on the Superintendent's recommended budget, be adopted:

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 $6,445,937 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1995 Fiscal Year, and that $4,771,837 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 1994, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Director Small moved to adopt the report of the Budget Committee.

Director Small moved to amend the proposed Construction Fund budget as recommended in the Superintendent's communication #1.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Director Johnson moved to amend the proposed budget as recommended in the Superintendent's communication #2.

Director De Bruin requested separate consideration of the Superintendent's proposed reallocations. There being no objections, the request was granted.

The question being on the Superintendent's recommendation to take the $6.2 million previously designated for the reserve fund and prepay the entire amount to the supplemental early retirement plan for teacher this year, 1994, the recommendation was adopted, the vote being as follows:

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

Noes—Director Lucey—1.

The question being on the superintendent's proposed reallocations of $2,395,000, Director De Bruin moved to approve the reallocation of $100,000 for a school selection study.

The motion to approve the reallocation for the school selection study prevailed, the vote being as follows:

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

Noes—None.

Director De Bruin moved to amend the reallocation of $100,000 for school finance litigation to provide that, prior to the use of these funds, further approval from the Board be required.

Director Johnson moved a substitute amendment, that the $100,000 be placed in the district's contingent fund.

The substitute amendment prevailed, the vote being as follows:

Ayes—Directors DeBruin, Johnson, Lucey, O'Neil, and Sinicki—5.

Noes—Director Small and President Bills—2.

Director De Bruin moved to amend the proposed reallocation for the Milwaukee High School of the Arts to provide that the budget office be directed to include a breakdown of

the costs on a school by school basis for interscholastic athletics and interscholastic academics for the fiscal year 1996 proposed budget.

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on approval of the superintendent's proposed reallocations as amended, the reallocations were approved, the vote being the same as that preceding:

Ayes—7; Noes—0.

Director Sinicki moved to amend the report of the Budget Committee to provide that the monies in the equitable allocation of resources be allocated to the lowest funded elementary and high schools to help close the funding gap and bring the district to the goal of equitable allocation of resources.

Director Johnson moved a substitute amendment, that the schools that are plus one hundred percent would not receive any restoration, and that money would be distributed among the schools that are below one hundred percent of their target allocation.

After discussion, and there being no objection, Director Johnson withdrew his substitute amendment.

Director Lucey moved to amend the amendment by deleting the language with respect to restoring previous cuts and provide that we are allocating this money to be distributed to schools according to the equitable allocation formula adopted last year.

The amendment to the amendment was adopted by consensus.

The question, being on Director Sinicki's amendment as amended by Director Lucey, the amendment was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

Director Lucey moved to amend the proposed budget to provide that the principal evaluation initiative be fully funded by taking $100,000 from the district contingent fund and $100,000 from the technology initiative.

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

Ayes—7; Noes—0.

The question being on adoption of the report of the Budget Committee as amended, the report was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

Director Lucey moved adoption of the following resolutions, revised to incorporate the above amendments:

(1) 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 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 1995 Fiscal Year; and that $220,610,916 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 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.

(2) 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 $7,900,000 will be required for the 1995 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 1994, said amount to be in addition to the money received from other miscellaneous sources.

(3) 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 $6,445,937 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1995 Fiscal Year, and that $4,771,837 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 1994, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The resolutions were adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

The Board adjourned at 10:11 PM.

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

SUMMARY OF 1994-1995 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	67,015,673
MIDDLE SCHOOLS		57,640,666
ELEMENTARY SCHOOLS		115,067,633
HI-MOUNT BOULEVARD SCHOOL		2,417,307
K-8 SCHOOLS		13,375,805
EXCEPTIONAL EDUCATION ALTERNATIVE SCHOOL		2,830,912
SCHOOL CONTINGENCY		6,561,518
SCHOOL SAFETY		2,909,851
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		6,319,159
VISUALLY IMPAIRED		657,740
PHYSICALLY HANDICAPPED		3,706,727
HEARING IMPAIRED		1,399,067
LEARNING DISABILITIES		8,231,668
SPEECH/LANGUAGE DISABILITIES		7,397,734
EMOTIONALLY DISTURBED		6,701,201
SCHOOL TO WORK TRANSITION		1,026,036
COGNITIVE DISABILITIES		7,117,189
PSYCHOLOGICAL SERVICES		4,525,311
SCHOOL SOCIAL WORK SERVICES		5,057,202
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		425,212
INSTRUMENTAL MUSIC		1,127,253
MATC PROGRAMS		600,276
MUSIC FESTIVAL		0
SCIENCE MATERIAL/INSERVICE CENTER		339,494
URBAN HOUSEHOLD REHABILITATION		203,523
SCHOOL TO WORK		1,828,840
INTERSCHOLASTIC ACADEMICS		193,940
BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE		2,066,881

SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM	199,434

COMMUNITY RECREATION AND EDUCATIONAL SERVICES		
INTERSCHOLASTIC ATHLETICS		2,746,780
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		4,824,972
ALTERNATIVE SCHOOLS		3,971,480
HOME AND HOSPITAL INSTRUCTION		325,502
SCHOOL AGE PARENTS		988,195
SUMMER SCHOOL		1,847,077
TOTAL PROGRAM ACCOUNTS	**$**	**341,647,258**
ADMINISTRATION		
BOARD OF SCHOOL DIRECTORS	$	274,583
EDUCATIONAL FUNCTIONS		
OFFICE OF GOVERNANCE AFFAIRS	$	770,909
OFFICE OF SUPERINTENDENT		839,874
DEPARTMENT OF COMMUNICATIONS AND PUBLIC AFFAIRS		610,514
OFFICE OF GOVERNMENTAL RELATIONS		225,004
OFFICE OF HISTORICALLY UNDERUTILIZED BUSINESS		164,132
DEPARTMENT OF SCHOOL SUPPORT AND ACCOUNTABILITY		1,240,862
DEPARTMENT OF EDUCATIONAL SERVICES		10,414,884
DEPARTMENT OF HUMAN RESOURCES.		2,716,703
DEPARTMENT OF PARENT AND STUDENT SERVICES		78,299,874
DEPARTMENT OF FINANCE		8,505,631
DEPARTMENT OF SCHOOL AND COMMUNITY SERVICES		50,097,078
TOTAL ADMINISTRATION	**$**	**154,160,048**

OTHER ACCOUNTS		
EMPLOYEE BENEFITS	**$**	131,781,460
DISTRICT INSURANCES AND JUDGMENTS		5,145,888
DEBT SERVICE		5,397,482
SPECIAL AND CONTINGENT FUNDS		8,092,352
BUDGET OFFSETS		(1,791,416)
TOTAL OTHER ACCOUNTS	**$**	**148,625,766**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$**	**644,433,372**

CONSTRUCTION FUND

PROJECT ACCOUNTS	$	7,900,000
GRAND TOTAL-CONSTRUCTION FUND	$	**7,900,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$**	111,554
PLAYGROUNDS AND RECREATION CENTERS		5,030,202
PLAYGROUNDS AND RECREATION CENTERS - HI-MOUNT		4,868
DISTRICT INSURANCES		49,000
EMPLOYEE BENEFITS		1,038,657
SPECIAL AND CONTINGENT FUNDS		211,656
GRAND TOTAL -EXTENSION FUND	**$**	**6,445,937**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DHHS - LEARNFARE	$ 500,000
DRUG FREE SCH. & COMMUNITIES ACT	930,000
Bay View High School	
US NAVY-REDCAT ACADEMY	300,000
Bilingual Programs	
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	241,350
Curriculum and Instruction Programs	
ESSIA, CHAPTER 1	38,000,000

ESEA, CHAPTER II	1,690,000

VOCATIONAL EDUCATION	1,700,000
EMSEA, CHAPTER II	650,738
ECON. OPPORTUNITY ACT-HEAD START	2,907,346
ELEM. SCHOOL STUDENT ASSIST. PROG.	237,000
Exceptional Education Programs	
PUBLIC LAW 89-313	240,000
IDEA (PUBLIC LAW 94-142)	3,374,323
PL 99-457	965,899
VOCATIONAL EDUCATION	147,797
TOTAL FEDERAL	**51,884,568**
STATE	
Alternative Programs	
WISCONSIN YOUTH INITIATIVE	500,000
Alternative Programs and Curriculum and Instruction Programs	
WI-DESEGREGATION SETTLEMENT FUNDS	8,000,000
Curriculum and Instruction Programs	
PRE-SCHOOL TO GRADE 5 GRANT	4,230,403
TEACHER MENTOR	268,000
WI HUMAN GROWTH & DEVLOPMENT	25,000
WI HEAD START-STATE SUPPLEMENT	229,400
ELEMENTARY MATH/SCIENCE-URBAN PARKS	10,000
Parent/Student Services	
DHHS LEARNFARE COORDINATION	334,000
TRUANCY ABATEMENT	304,000
Student Support and Accountibility	
ADMINISTRATOR ASSESSMENT	132,000
TOTAL STATE	**14,032,803**
OTHER	
Alternative Programs	
MATC-PROJECT HOLD	69,336
Exceptional EducAtion Programs	
WISCONSIN INCLUSION PROJECT	51,000
Deputy Superintendent Programs	
GENERAL ELECTRIC FOUNDATION	200,000
Public Information Programs	
CORP. FOR PUBLIC BROADCASTING	128,254
Recreation Programs	
SENIOR TRUST-SIXTY-PLUS PROGRAM	49,081
TOTAL OTHER	**497,671**

GRAND TOTAL	**66,415,042**

SUMMARY OF 1994-1995 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization Aids

REGULAR	$ 310,345,817
INTRADISTR. INTEGR. AID	26,200,000
INTERDISTR. INTEGR. AID	4,200,000
SUPPLEMENTAL (TIF)	0
TOTAL EQUALIZATION AIDS	$ 340,745,817

Programs tor the Handicapped

EARLY CHILDHOOD	
EMOTIONALLY DISTURBED	
COGNITIVELY DISABLE	
HEARING IMPAIRED	
HOMEBOUND INSTRUCTION	
PHYSICALLY HANDICAPPED	
SCHOOL AGE PARENTS	
SPEECH/LANGUAGE DIS.	
VISUALLY IMPAIRED	
LEARNING DISABILITIES	
SOCIAL WORK SERVICES	
PSYCHOLOGICAL SERVICES	
EX. ED. SUPERVISION	
TRANSP. OF HANDICAPPED	
TOTAL PROG. FOR THE HANDICAPPED	$ 38,933,430

Other Categorical and Special Aids

TRANSPORTATION AID	
LIBRARY AID	
DRIVER EDUCATION	
FOOD SERVICE	
BILINGUAL EDUCATION	
CHILDREN AT RISK	
TUITION FROM STATE (FOSTER HOME)	
TOTAL OTHER	$ 10,448,000
TOTAL AIDS FROM STATE	$ 390,127,247

FEDERAL AIDS FOR:

FOOD SERVICES	$ 21,000,084
FEDERAL INDIRECT AIDS	1,700,000
TOTAL FEDERAL AIDS	$ 22,700,084

LOCAL REVENUES FROM:

Payment for Services
REG DAY SCHOOL TUITION
TUITION FROM OTHER DISTRICTS

Other
INTERSCHOLASTIC ATHLETICS
FOOD SERVICE SALES
STUDENT FEES
INTEREST EARNED
WYMS
MISCELLANEOUS
PAYMENTS IN LIEU OF TAXES

TOTAL LOCAL REVENUES..... $ 10,995,125

APPLIED SURPLUS:

SCHOOL OPERATIONS FUND ..... $ 0

TOTAL APPLIED SURPLUS..... $ 0

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX ..... $ 423,822,456

TAX LEVY ..... $ 220,610,916

TOTAL REVENUES $644,433,372

CONSTRUCTION FUND

PROCEEDS FROM BONDED DEBT ..... $ 0
ENERGY GRANTS..... 200,000
PROPERTY TAX LEVY..... 7,700,000

TOTAL CONSTRUCTION FUND ..... $ 7,900,000

EXTENSION FUND

PAYMENTS IN LIEU OF TAXES ..... $ 2,000
PROGRAM FEES AND MISC..... 1,198,000
PROPERTY TAX LEVY..... 4,771,837
APPLIED SURPLUS..... 474,100

TOTAL EXTENSION FUND ..... $ 6,445,937

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 20, 1994

Regular 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, Small and President Bills—7.

Absent and excused—Director Mitchell—1.

Vacancy on Board—1.

The Board observed a moment of silence for the violence that is still affecting children in the community.

Director De Bruin moved to suspend Board rule 1.02 (2), which requires the regular April Board meeting to be held on the Thursday prior to the fourth Monday.

The motion prevailed, the vote being as follows:

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

April 20, 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 employees who work on the

Compensation Team
from the
Department of Human Resources
and the
Department of Finance

The employees in these two departments deserve commendation for their continued exemplary efforts. I would particularly like to single out their work in successfully implementing the recent contractual settlements affecting many of the school district's approximately 10,000 employees, along with their continued work to implement the contracts recently ratified by the Board.

The work load for the compensation team significantly increased in the fall of this school year as a result of the negotiated contract settlements with the Milwaukee Teachers' Education Association (teachers, aides, and substitutes), Administrators' and Supervisors' Council, Psychologists Association for MPS, and

Local 950. These contract agreements were retroactive to the 1991-92 school year. In addition to the general pay increases, the contracts included revised increment rates.

The accurate implementation of these various agreements involved many complex steps that required cooperation and teamwork on the part of the employees in the Department of Human Resources' compensation unit and the Department of Finance's payroll section, data entry staff, and applications and development office. The staff was under a great deal of pressure brought about by the unions' demands to receive their retroactive pay and new rates immediately, and the administrations' demands to try to meet the timelines established.

The employees on the compensation team made many personal sacrifices to get the task completed in a timely manner. Staff vacations were restricted, some staff had to cancel time off for serious family illness, and they worked many evenings and Saturdays.

The staff was under a great deal of stress to meet specific timelines and accurately implement the agreements. However, throughout their months of work, they maintained a positive attitude with a commitment to effectively perform their responsibilities.

The following employees in the *Department of Human Resources* are being recognized:

Mr. Edward Burnette, Jr., Manager, Compensation and Records
Ms. Nora Herriges, Account Clerk I
Ms. Yvonne Johnson, School Secretary I
Ms. Joanne Kollenbroich, School Secretary I
Ms. Ruby Vincent, School Secretary II

The following employees in the *Department of Finance* are being recognized:

Applications and Development Office

Mr. Robert Braun, Senior Computer Programmer

Payroll Section

Mr. Richard Hooper, Accountant II-Payroll Section
Mr. Paul Stawicki, Senior Administrative Assistant
Ms. Victoria Mallak, School Secretary II
Ms. Janet Moeller, Account Clerk I
Ms. Linda Kartye, Account Clerk I
Ms. Nancy Blumenberg, Account Clerk I
Ms. Suzanne Engelbart, School Secretary I

Data Entry Staff

Ms. Shirley Adamski, Data Entry Lead Worker
Ms. Marti Saffort, Account Clerk II
Ms. Elaine Bouillion, Senior Keypunch Operator
Ms. Barbara Holcomb, Keypunch Operator
Ms. Jacquelyn Kappel, Hourly Keypunch Operator
Ms. Patricia Kasprzyk, Hourly Keypunch Operator

I want to emphasize that the employees being recognized this evening work on the *"compensation team"* which consists of employees across two departments. One of the key ingredients of our efforts to restructure the central office is to create more cross-functional teams to provide better service and support to parents, schools, and the community. The compensation team members from the two departments routinely work closely together and could be used as a model to other areas in how to operate cooperative and effective cross-functional teams.

I would ask that the Board of School Directors and the entire school community join me in recognizing the work of these employees and expressing appreciation for their continued fine service.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

April 20, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim filed against the Milwaukee Safety Commission; City of Milwaukee; Milwaukee Public School System; and Fifty-third Street School by Ms. Sandra M. Gray, on behalf of her husband, Alfonso Gray and her minor son, Andrew K. Gray, for injuries allegedly sustained by Andrew K. Gray while crossing a street after school on September 20, 1993.

Claim is made in the sum of $12,909.19.

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 disallowed, the vote being the same as that preceding:

Ayes—7; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director Mitchell 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) 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 and changes in status. Your Committee recommends that these appointments, promotions and changes in status be, and they hereby are, approved effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Jerry Bethley Fac. & Main. Serv.	Steamfitter $22.11/hr.($44,220.00/yr.) (Replacement for resignation)	03-14-94
Paulette Douglas Lincoln Middle	Clerk Typist I $12,551.33/yr. (Replacement for promotion)	03-25-94
Daniel Globig Fac. & Main. Serv.	Pipe Insulator $20.35/hr.($40,700.00/yr.) (Replacement for retirement)	04-04-94
Dawn Goebel Story	Clerk Typist I $12,551.33/yr. (Replacement for voluntary demotion)	03-14-94
Jeffery Johnson Fac. & Main. Serv.	Roofer $17.19/hr.($34,380.00/yr.) (Replacement for retirement)	03-07-94
Teresa Kennon Robinson	School Secretary I $14,944.00/yr. (Replacement for retirement)	02-28-94
Jessica Leppanen Amelia Baker	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	03-28-94
Bobby Smith Fac. & Main. Serv.	Steamfitter $22.11/hr.($44,220.00/yr.) (Replacement for retirement)	03-15-94

PROMOTIONS

Name and Assignment	Position and Salary	Date
Victoria Badzinski Hopkins	Food Service Manager III $13,550.81/yr.	04-11-94
Nola Belfor Steuben	Food Service Manager IV $15,930.89/yr.	04-11-94
Gregory Pscheidt Audubon	Boiler Attendant Trainee $19,746.48/yr.	03-28-94
Jeanine Singleton Comm. Rec. & Ed. Serv.	School Secretary I $17,305.86/yr.	03-14-94

Name and Assignment	Position and Salary	Date
Bruce Shepherd Fac. & Main. Serv.	School Engineer I $29,109.08/yr.	03-28-94
Terry Lane Silver Spring	School Secretary I $14,356.89/yr.	03-31-94

CHANGES IN STATUS

Deanna Crowell Garden Homes	Clerk Typist I $12,551.33/yr.	03-07-94
William Green Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
Allen Hendricks Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
James Hotson Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
Johnnie Johnson Student Services	Clerk Typist I $15,138.50/yr.	03-28-94
James Kizewski Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
Mary Koerner Sholes	School Secretary I $18,240.44/yr.	03-14-94
Douglas Lewis Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
Denise Metzger Muir	Clerk Typist I $12,551.33/yr.	03-14-94
Howard Rauscher Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94
Kimberly Stricklen Sarah Scott	Clerk Typist I $12,551.33/yr.	03-08-94
Dahialys Suarez South Division	School Secretary I $17,305.86/yr.	03-14-94
Richard Warnke Fac. & Main. Serv.	Utility Worker $30,899.96/yr.	03-07-94

* * * * *

(ITEM 2) 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 October 14, 1993, and October 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Wendy J. Milosz Elementary/Grade 5	B	24,259	0	01-03-94
Effective between February 8, 1994, and February 21, 1994, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Ava Y. Cullen Elementary	B	24,259	0	02-21-94
Effective between February 22, 1994, and March 4, 1994, inclusive:					
(r)	Jane E. Zeman C. D.	B	24,259	0	02-23-94
(r)	Dawn M. Engdahl Elementary	B	24,259	0	02-24-94
(nr)	Rachel L. Hein Grade 1	B	27,898	3	02-24-94
(r)	Haydee L. Smith Grade 2-3	B	24,259	0	02-28-94
Effective between March 18, 1994, and March 30, 1994, inclusive:					
(r)	Gayle Edwards Elementary	B	24,259	0	3-28-94
Effective September, 1994, payroll:					
(r)	Theresa S. Catlin Elementary/Waldorf	B	24,259	0	September, 1994
(r)	Justine M. Hutchins English	B	24,259	0	September, 1994
(r)	Lolita A. Patrick English	B	24,259	0	September, 1994

(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) 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)	Ada Rivera	Exceptional Education Supervisor	Schedule III, Range 8A $52,481
(r)	Tina Barkstrom	Supervising Dietitian	Schedule III, Range 8C $47,821
(r)	Gwendolyn Sullivan	Assistant to the Head Start Program Coordinator	Schedule III, Range 7A $54,177
(r)	Judith Schenk	School Nurse Exceptional Education and Supportive Services Center	Schedule III, Range 3C $35,994

The following promotion is recommended effective at the beginning of the 1994-95 school year:

(r)	Mary Ann Zapala	Principal Riverside University High School	Schedule III, Range 15C $60,061

(r) Resident
(nr) Nonresident

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence and rescinding of leave be, and they hereby are, granted effective as of the dates indicated:

Illness Leave, to June, 1994:

Thomas Gilewski	EE & SS Center	February 22, 1994
Joseph Moore	Madison	March 21, 1994
Deborah Schinner	Bay View	March 24, 1994
Frank Shepich	Burroughs	March 21, 1994
Veronica Tinnon Stinson	Steuben	February 4, 1994
Rochelle Wachs	Bruce	March 21, 1994

Maternity Leave, to January, 1995:

Bonnie-Lynn Book	Hawley	March 14, 1994

Personal Leave, to June, 1995:

Lori Cameron	EE & SS Center	August, 1994
Jill Due	Multilingual/Multicultural	August, 1994
Ellease Mayo	Walker	August, 1994

Sabbatical Leave, to January, 1995:

Karen Tharp Nader	Longfellow	August, 1994

Sabbatical Leave, to June, 1995:

Jane Connell	Sarah Scott	August, 1994
Marlene Planasch	Madison	August, 1994
Clare Siems	Custer	August, 1994
Deborah Thompson	Pulaski	August, 1994
Grace Thomsen	South Division	August, 1994

Extension of Leave for Illness, to June, 1995:

George Sargent	On Leave	August, 1994

Extension of Leave for Maternity, to June, 1995:

Constance Michaud	On Leave	August, 1994

* * * * *

(ITEM 5) 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
Julie A. Abraham	Teacher	06-13-94
Edna G. Blackman	Teacher	06-13-94
Pamela A. Brilowski	Teacher	03-31-94
Fred A. D'Agostino	Teacher	06-13-94
Dennis A. D'Amico	Teacher	06-13-94
Margaret T. Gebhard	Teacher	06-13-94
Robert L. Grollo	Teacher	06-13-94
Carol L. Haywood	Teacher	06-13-94
Robert E. Joyce	Teacher	06-13-94
Annie B. Kennedy	Teacher	06-13-94
Mable C. King	Teacher	06-13-94
Hazel H. Montgomery	Teacher	06-13-94
Miyako Mukai	Teacher	06-13-94
Antonina M. Nuesslein	Teacher	06-13-94
Judith R. Raits	Teacher	06-13-94
Thom J. Sanders	Teacher	06-13-94
Patricia M. Scharmach	Teacher	06-13-94
Erik F. Schmidt	Teacher	02-18-94
Joanne M. Shepich	Teacher	06-13-94
Lorraine G. Shorey	Teacher	06-13-94
Shirley S. Williamson	Teacher	06-13-94

* * * * *

(ITEM 6) At its meeting on March 30, 1994, the Board referred the following resolution, which was introduced by President Bills, to the Personnel and Negotiations Committee:

Whereas, The Milwaukee Public School District has embarked on a program to promote local school autonomy and greater accountability in the system; and

Whereas, Some of the anticipated benefits of local school autonomy include improved student achievement, faculty morale and parent satisfaction; and

Whereas, Local control of the budget should produce more efficiency; and

Whereas, A significant portion of the district's per pupil cost can be allocated to schools, with a relatively small portion reserved to fund centralized functions; and

Whereas, It is appropriate for the Board to provide the necessary incentives and disincentives to promote more accountability within the system and to provide for increased local school control; now, therefore, be it

Resolved, That the Board direct the administration to prepare a feasibility analysis and recommendations for the Board's consideration in the following areas:

•Giving each school a specified percentage of the district's per pupil cost;

•Giving each school an additional percentage per pupil as a bonus to reinvest in the school as the shared decision making body determines if it surpasses approved student achievement and "gap" goals;

•Giving no-layoff guarantees in exchange for agreements to waive or limit seniority provisions to ensure that schools have teachers who believe in the school's mission and will be accountable for achieving the Board goals, as well as ensuring that no child will be rejected because of race, economic, religious, gender or handicapping condition or disciplinary record; and

•Allowing each school to carry over a specified percentage of savings for use in the next year's budget if efficiencies are achieved which are legal and do not undermine general school maintenance and safety; and be it

Further Resolved, That the Administration report back to the appropriate Committee by August of this year.

Recommendation

Your Committee recommends:

That the Board direct the administration to prepare a feasibility analysis and recommendations for the Board's consideration in the following areas:

•Giving each school a specified percentage of the district's per pupil cost;

•Giving each school an additional percentage per pupil as a bonus to reinvest in the school as the shared decision making body determines if it surpasses approved student achievement and "gap" goals;

•Allowing each school to carry over a specified percentage of savings for use in the next year's budget if efficiencies are achieved which are legal and do not undermine general school maintenance and safety; and

That the Administration report back to the appropriate Committee by August of this year, with the report to include a work load analysis.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

Administration's Analysis

1. At its meeting of August, 1976 (Proc. pp. 34–35) the Board adopted the recommendation that: "The Board President be empowered to enter into inter–district pupil transfer agreements with other school districts on behalf of the Board."

2. The City Attorney has advised the Board that in accordance with the statutes, the Board should be approving the Chapter 220 contracts and should not delegate this responsibility to the Board President.

3. A summary of the agreements has been made a part of the minutes of your Committee's meeting of April 14, 1994.

Recomendation

Your Committee recommends that the 1993-94 and 1994-95 Chapter 220 interdistrict pupil transfer agreements for the school districts of Germantown, Glendale-River Hills, Greendale, Maple Dale-Indian Hills and Oak Creek-Franklin be approved.

* * * * *

(ITEM 8) 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 April 11, 1994.

a. Affirmative Action Report

b. Response to a Communication from Mrs. Bonnie Langst(on regarding the Possibility of Having a Policy on Student Evaluation of High School Teachers

c. Report on the MPS Principal "Other Compensation" Study

d. Progress Report on Director O'Neil's Resolution on the Classification of Administrators

e. Report regarding Systems of Local School Governance

* * * * *

Separate consideration having been requested of Items 2 and 7, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

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—7; Noes—0.

Item 7, relating to the approval of Chapter 220 contracts, 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 and President Bills—6.

Noes—None.

Temporarily absent—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) The Superintendent advised your Committee that:

Administration's Analysis

1. Congress School has requested that it be allowed to establish a voluntary uniform dress code. A copy of the school's proposal is attached. It is clear from the proposal that the idea is supported by a majority of parents.

2. In an opinion dated March 27, 1991, the City Attorney indicated that "a voluntary uniform code … would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal. The student is still free to dress as the student or student's parents wish. Of course, in order to ensure that performance is truly voluntary, the school and its staff should take no action against students who choose to reject uniforms, nor should any undue pressure be exerted to persuade these students to wear uniforms."

3. Overall benefits of establishing school uniforms as seen by the parents at schools that have established voluntary dress codes include:

1. Simplified daily preparation and maintenance of school attire;
2. Reduced competition among students over external values and increased competition in academic areas;
3. Reduced clothing costs; and
4. Promotion of safety by avoiding conflicts over name-brand clothing.

Strategic Plan Compatibility Statement

4. Promotes local school governance and self-determination.

Statute, Board Policy or Rule Statement

5. There is currently no policy governing the establishment of voluntary uniform dress codes by schools. It would appear that this matter could be handled by the administration, if the necessary safeguards were established.

6. In an opinion dated March 27, 1991, the City Attorney indicated that a "voluntary uniform code . . . would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal. The student is still free to dress as the student or student's parents wish. Of course, in order to ensure that performance is truly voluntary, the school and its staff should take no action against students who choose to reject uniforms, nor should any undue pressure be exerted to persuade these students to wear uniforms."

Fiscal Impact Statement

7. No impact to district.

Implementation and Assessment Plan

8. To be determined by the parents and staff at Congress School.

Recommendations

Your Committee recommends:

1. That the Milwaukee School Board approve the request of the Congress School for a Voluntary School Uniform Dress Code.

2. That the Board adopt the following policy with regard to the establishment of voluntary uniform dress codes:

> The Superintendent or his designee may approve the establishment of a voluntary dress code in a school provided the following conditions have been met:

a. A majority of the parents and of the staff voting on the establishment of a voluntary uniform dress code vote in favor of it.

b. The voluntary uniform dress code does not impinge upon whatever liberty interest a student may have in his or her mode of dress and the student is still free to dress as the student or student's parents wish.

c. The school and its staff agree not to take any action against students who choose to reject uniforms, and not to exert any undue pressure on these students to persuade them to wear uniforms."

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

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 standard, which requires school districts to provide all students, throughout their education, access to classes and programs designed to prepare them for employment.

f. General factors to be considered for book quality should include format clarity, readability, copyright date, cost, and durability.

4. Textbook publishers are very much aware of national standards for various curricular areas and are giving increased attention to instructional practices that are reshaping education, such as cooperative learning, portfolio assessment, writing across the content

5. Each textbook evaluation committee further develops its own specific criteria applicable to the subject area under consideration. The textbook committee members apply the K-12 teaching and learning goals, standards of professional organizations such as the National Council of Teachers of Mathematics, and the Wisconsin Department of Public Instruction guides in evaluating texts.

6. As part of the K-12 teaching and learning reform, the textbook evaluation process is being tied to a larger plan for reassessing and enriching curriculum and instruction. The process varies depending on the needs of particular subject areas.

7. Other elements of the textbook adoption procedure:

–The textbook evaluation committees obtain reactions and assistance in reviewing the textbook materials from other staff members such as other teachers, department chairpersons, etc.

–Textbook committee members often obtain the involvement/input of students in the trial use of materials under consideration in their own schools as well as in other schools.

–Textbook publishers are invited to submit materials to each member of the evaluation committee for study. Textbook evaluation committees meet directly with publishers' representatives in order to clarify any questions or problems with respect to materials submitted by the publishers.

–Textbook evaluation committees, where appropriate, develop advisory ballots for use by teachers in a particular subject area in order that all teachers concerned with a particular subject have an opportunity to express their input on text materials being considered.

–Upon completion of the evaluation process, the textbook evaluation committees submit their recommendations to the Administration which, in effect, concludes their year-long efforts in the evaluation process.

Strategic Plan Compatibility Statement

8. The recommendations support Board Goal 1 *Academic Achievement*, particularly in supporting the K-12 Teaching and Learning Goals; and Board Goal 2 *Equity*, particularly in increasing expectations for achievement of all students and providing equitable distribution of resources.

Statute, MPS Policy, or Board Rule Implication Statement

9. The above procedure follows Board Rule 2.07 **Textbook adoptions.** Section (1) Opening Subject Areas for Textbook Adoption, Section (2) Provisions for Evaluating Available Materials and Recommending Adoptions, and Section (3) Communications with Publishers.

Fiscal Impact Statement

10. The estimated cost for the 1994-95 budget is $3,129,735.

11. The recommendations are submitted with the understanding that the textbook purchases may be delayed a year due to budgetary constraints, 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.

Recommendation

Your Committee recommends that approval be given to the recommendations for textbook adoptions in the following subject areas:

TEXTBOOK RECOMMENDATIONS -- 1994

FAMILY AND CONSUMER EDUCATION

Introduction to Family and Consumer Education:

It is recommended that no adoption be made in this area for several reasons.

None of the textbooks really met the criteria of the new view of Family and Consumer Education. They continue to be written from a technically-oriented viewpoint. They are expensive and will be used only as a resource. Enrollment in the Introduction to Family and Consumer Education continues to drop. The School To Work efforts at integration of instruction will require that new curricula and new resources will be needed. Adoption for a seven year period of time takes us past the turn of the century. We do not want to be tied to an inadequate adoption for that length of time.

Instead, the Introduction to Family and Consumer Education Committee believes that Family and Consumer Education teachers will be responsible within their own buildings to make appropriate recommendations for purchases of classroom sets of materials, including textbooks, as they become available, and as the School To Work reform efforts are implemented in individual schools.

Introduction to Health Occupations

It is recommended:

1. That the following text, including Teacher's Edition and Manual, be approved for Introduction to Health Occupations:

Introduction to Health Occupations, Third Edition
by Badasch and Chesebro
Brady, Regents, Prentice Hall, 1993

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

Health Education Grade 9

It is recommended:

1. That a triple adoption, including Teacher's Edition and Manual, be approved for Health Education Grade 9:

Holt Health
by Jerrold Greenberg and Robert Gold
Holt, Rinehart and Winston, Inc., 1994

Perspectives on Health
by Leroy Gotchell, Grover Pippin, and Jill Varnes
D. C. Heath and Company, 1994

Health: Skills for Wellness
by B. E. Pruitt, Kathy Teer Crumpler, and Deborah Prothrow-Stith
Prentice-Hall, Inc., 1994

2. That supplementary materials be approved for Health Education Grade 9:

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
Drugs, Alcohol, and Tobacco
Education for Sexuality and HIV/AIDS
Violence Prevention Skills
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

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.

HEALTH EDUCATION

Health—K-8

It is recommended:

1. That the following texts, including Teacher's Edition and Manual, be approved for Health—K-8:

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 Meets and Philip Heit
Meeks Heit Publishing Company, Inc., 1993, First Edition

Drugs, Alcohol, and Tobacco: Totally Awesome Teaching Strategies
by Linda Meeks and Philip Heit
Meeks Heit Publishing Company, Inc., 1994, First Edition

Violence Prevention Skills: Totally Awesome Teaching Strategies to Promote Safe and Drug-Free Schools
by Linda Meeks and Philip Heit
Meeks Heit Publishing Company, Inc., 1995, First Edition

2. That the following supplementary materials be approved for Health K-8:

Health for Life Videodisc Package
Health for Life Videodisc Teacher Edition
Scott Foresman, A Division of Harper Collins Publisher

Into Adolescence Set: Curricula and Student Workbooks
Edited by Kathleen Middleton
ETR Associates

Comprehensive School Health Education Notebooks
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.

MUSIC EDUCATION

Music—K-8

It is recommended:

1. That the following texts, including Teacher's Edition and Manual, be approved for Music -- K-8:

Share the Music - Big Book -- For Kindergarten
by Judy Bond, et. al.
Macmillan McGraw-Hill, 1995

Share the Music - Big Book only (No Texts) -- For Grade 1
by Judy Bond, et. al.
Macmillan McGraw-Hill, 1995

Share the Music - Grades 2-6
by Judy Bond, et. al.
Macmillan McGraw-Hill, 1995

The Music Connection -- Grades 7-8
by Jane Beethoven, et. al.
Silver Burdett Ginn

Also included in the adoption should be:

- Compact discs for each grade level
- CD players for each school
- Video tapes
- Several sets of laser discs and MIDI software to be available for schools to share
- Spanish editions where appropriate

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.

SPANISH IMMERSION

Spanish Immersion Reading K-5

It is recommended:

1. That the following text, including Teacher's Edition, Anthology, Song Tapes, Set of Three Poetry Charts, and Set of Small Books be approved for Milwaukee Spanish Immersion Kindergarten reading program:

Dias y Dias De Poesia
by Alma Flor Ada
Hampton Brown Books, 1992

2. That the following text, including Teacher's Edition and Manual, be approved for Spanish Immersion students in grades 1-5:

Cuentamundos
by Maria Acosta, Alma Flor Ada, Ramonita Adorno de Santiago, JoAnn Canales, Kathy Escamilla, Joanna Fountain-Schroeder, Lada Josefa Kratky, Sheron Long, Elba Maldonado-Colon, Sylvia Cavazos Pena, Rosalia Salinas, Josefina Villamil Tinajero, Maria Emilia Torres-Guzman, Olga Valcourt-Schwartz
Macmillan/McGraw-Hill, 1993

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.

SPANISH READING (BILINGUAL)

Spanish Reading (Bilingual) - Kindergarten

It is recommended:

1. That the following texts, including Teacher's Edition and Manual, be approved for Spanish Reading (Bilingual) - Kindergarten:

Rimas y Risas Green Series
by Sharon Long, et. al.
Hampton Brown**,** 1989

Rimas y Risas Red Series
by Sharon Long, et. al.
Hampton Brown**,** 1990

Dias y Dias de Posea
by Alma Flor Ada
Hampton Brown**,** 1992

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.

SPANISH READING (BILINGUAL)

Spanish Reading (Bilingual) - Grades 1-5

It is recommended:

1. That the following text, including Teacher's Edition and Manual, be approved for Spanish Reading (Bilingual) - Grades 1-5:

Cuentamundos
by Maria Marin Acosta, et. al.

Macmillan McGraw Hill**,** 1993

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.

Spanish Reading (Bilingual) - Grades 6-8

It is recommended:

1. That the following texts, including Teacher's Edition and Manual, be approved for Spanish Reading (Bilingual) - Grades 6-8:

Grade 6:

Espanol 6
by Jose Legorburu
A. Martinez and Associates, 1990

Colleccion Robles
by Mercedes Carlon
DDL, 1992

La Momia Desaparece
by Arturo De Rosa
National Textbook Co., 1992

La Casa Embrujada
by Arturo De Rosa
National Textbook Co., 1989

Grade 6 Gifted and Talented:

Adapted Literary Classics
Lazarillo De Tormes
El Burlador De Sevilla
La Gitanilla
Fuenteovejuna
La Celestina
El Conde Lucanor
by Marcel C. Andrade
National Textbook Co., 1994

El Verano De Los Cisnes
by B. Bijars
Lectorum, 1992

Querido Senor Henshaw
by B. Cleary
Lectorum, 1993

Isla De Los Delfines Azules
by S. O'Dell
Lectorum, 1964

Tuck Para Siempre
by N. Babbilt
Lectorum, 1992

James Y El Melocoton Gigante
by R. Dahl
Lectorum, 1982

Grade 7:

Espanol 7
by Jose Legorburu
A. Martinez and Associates, 1991

Journeys to Adventure Series

Un Verano Misterioso
by Alice Mohrman Kosnik
National Textbook Co., 1994

El Ojo De Agua
by Arlene Schrade
National Textbook Co., 1994

La Herencia
by Raquel Escobar De Escobar
National Textbook Co., 1994

El Enredo
by Alice Mohrman Kosnik
National Textbook Co., 1994

El Jaguar
by Hernan Navas Rivas
National Textbook Co., 1994

Adapted Literary Classics

Lazarillo De Tormes
El Burlador De Sevilla
La Celestina
by Marcel C. Andrade
National Textbook Co., 1994

Grade 8:

Espanol 8
by Jose Legorburu
A. Martinez and Associates, 1993

The Leyendas Series

Leyendas Latinoamericanas
Leyendas Mexicanas
Leyendas De Espana
by Genevieve Barlow
National Textbook Co., 1994

Leyendas De Puerto Rico
by Robert L. Mackley
National Textbook Co., 1994

Adapted Literary Classics

La Gitanilla
Fuenteovejuna
El Conde Lucanor
by Marcel C. Andrade
National Textbook Co., 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.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

Administration's Analysis

1. The MPS Alternative Schools Task Force was convened in November, 1993 with the charge of determining:

- the mission of the Division of Alternative Programs in the Milwaukee Public Schools' system of schools, and
- what recommendations from the *1993 Final Evaluation Report on MPS Alternative Schools and Programs* should be implemented and become Board policy.

Forty-two task force members met over a four-month period. They read and discussed materials provided by the Division of Alternative Programs on the system's alternative schools, sought input from key MPS representatives, and formed working groups to review the recommendations from the *1993 Final Evaluation Report on MPS Alternative Schools and Programs* to determine which of these recommendations should be implemented.

The Task Force report has been forwarded to the Board members under separate cover. An executive summary of the report is attached.

The task force report includes 37 recommendations arranged according to the following sections:

CONTRACTING AND FACILITIES
STUDENT ASSIGNMENT, BEHAVIORAL REASSIGNMENT AND PARENT INVOLVEMENT
CURRICULUM AND SUCCESSFUL SCHOOLS
STAFFING AND ADMINISTRATION
MISSION STATEMENT
ADVISORY COMMITTEE

2. The recommendations are broad-reaching and address many facets of alternative schools and programs and their relationship to the Division of Alternative Programs. Recommendations that relate to contract renewal decisions are indicated with an asterisk.

Strategic Plan Compatibility Statement

3. The work of the task force supports the Strategic Plan, in particular Board Goal 1, *Academic Achievement*, and Board Goal 3, *Fiscal Responsibility*.

Statute, Board Policy or Rule Statement

Not applicable.

Fiscal Impact Statement

Not applicable.

Implementation and Assessment Plan
Not applicable.

Recommendations
Your Committee recommends:

1. That appreciation be extended to the members of the task force for their many hours of work on this report.

2. That the administration respond to the report of the Alternative Schools Task Force in May.

* * * * *

(Item 4) The Superintendent advised your Committee that:

Resolution
At its meeting on March 30, 1994, the Board referred the following resolution, which was introduced by Director Small, to the Instruction and Community Relations Committee:

Whereas, The Board of School Directors is committed to decentralization, a system of schools and outcome-based accountability; and
Whereas, The Board of School Directors has authorized the Superintendent to accept and evaluate proposals related to innovative options for operating schools for possible Board approval and implementation; and
Whereas, The Board of School Directors is interested in obtaining the most economical and highest quality service for its education dollar; and
Whereas, All contracts with the Board contain a Request for Proposal process with specific goals, parameters, timelines and costs which are objectively evaluated and ranked to determine which gives the most value for the taxpayers money; and
Whereas, The public has expressed concern about the scope, criteria and process to be used regarding innovative proposals that might be considered by the Board; and
Whereas, Milwaukee has a long tradition of open discussion and debate on major public policy issues; and
Whereas, The Board of School Directors, in keeping with Milwaukee's long tradition of open discussion and debate, desires to keep the public well informed about all innovative proposals; now therefore, be it
Resolved, 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

1. 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.
2. 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.
3. 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.

4. Any proposal submitted is a public document available for public inspection.
5. The Board of School Directors or one of its Committees shall hold a public hearing on any proposal prior to taking action.

Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

Resolution

President Bills has requested that the Committee consider the following resolution:

Whereas, South Division High School serves a multicultural community; and
Whereas, South Division offers a comprehensive education program with an emphasis on bilingualism and multiculturalism; and
Whereas, South Division's program initiatives offer course work in manufacturing, hospitality management, business, and family and consumer studies; and
Whereas, South Division's business partnerships include UW-LaCrosse, UW-Stout, MATC and Holiday Inn; and
Whereas, South Division has had the support of faculty at Alverno, UW–Milwaukee and Whitewater Universities and grants from IBM and the NSF to implement the "Vision" in 1989; and
Whereas, Members of the South Division community have been engaged in roundtable discussions about the school's future for the last year; and
Whereas, Despite its promise, serious problems in the community and the school are reducing South Division's educational effectiveness; and
Whereas, The South Division school community has a serious problem with gangs, and the problem is increasing; and
Whereas, Gang activity often has an adverse effect on the school and often leads to increased racial tensions in the school; and
Whereas, The MPS Crisis Intervention Team's services have been needed an average of twice a month for the current school year; and
Whereas, Eighty-five Central Office conferences have been held this year involving South Division students, significantly more than any other high school; and
Whereas, Thirty-two grievances have been filed by the staff at South Division since 1989; and
Whereas, Staff-administration relations over the past several years have not always been cordial; and
Whereas, South Division's problems are such that an incremental approach to solving them will not be successful; and
Whereas, A global approach with significant intervention holds the best hope of resolving the problems of the school and its community; now, therefore, be it
Resolved, That the Board of School directors direct the administration to provide South Division with the necessary support to allow the principal to develop an educational plan for the school to be submitted to the administration and the Board for consideration in June 1994.

Recommendation

Your Committee recommends that the Board of School Directors direct the administration to provide South Division with the necessary support to allow the principal, in conjunction with school staff, parents and community groups, etc., to develop an educational plan for the school over the summer to be submitted to the administration to initiate implementation in the 1994-95 school year.

* * * * *

(Item 6) 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 April 13, 1994.

a. Report on the Evaluation of Partnership School Proposals for Funding

* * * * *

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, O'Neil, Sinicki, Small and President Bills—7.

Noes—None.

Item 2, relating to textbook adoptions, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Lucey requested separate consideration of the following texts:

Entering Adulthood;
Reducing the Risk;
Comprehensive School Health Education;
Education for Sexuality;
Into Adolescence;
Comprehensive School Health Education Notebooks (Grade 9);
Comprehensive School Health Education Notebooks (K-8).

There being no objection, the request was granted.

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

Ayes—7; Noes—0.

Director Sinicki requested permission to change her vote from "Aye" to "No."

There being no objection, the request was granted.

The question being on adoption of the texts set aside by Director Lucey, Director Lucey moved a substitute, that the texts not be approved because they have not been reviewed by the Board or any of its Committees.

Director Sinicki moved to hold the question of approval of the texts at the Board level.

The motion failed for lack of a second.

Director De Bruin moved to postpone consideration of the matter indefinitely.

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

Ayes—De Bruin, Johnson, Lucey and Small—4.

Noes—Director Sinicki and President Bills—2.

Temporarily absent—Director O'Neil—1.

Item 4, relating to a resolution on the submission and evaluation of innovative proposals, having been set aside for separate consideration, Director Lucey moved to adopt only item 5 of the resolution.

The motion failed for lack of a second.

Director Johnson moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors De Bruin, Johnson, O'Neil, Sinicki, Small and President Bills—6;

Noes—Director Lucey—1.

COMMITTEE ON FINANCE AND FACILITIES

Director Sinicki 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) 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:

ENERGY MANAGEMENT SYSTEM (EMS) REPLACEMENT
South Division High School
System Service, Ltd., low bidder, base bid of $67,500

PARTIAL ICE STORAGE SYSTEM
Exceptional Education and Supportive Services Center
Butters-Fetting Co., Inc., low bidder, base bid of 213,256

FREQUENCY DRIVE/MOTOR REPLACEMENTS AND REPAIR OF RETURN AIR
Rufus King High School
Mared Mechanical Contractors Corp., low bidder, base bid of..... 138,700
(tie bid broken by a coin toss)

RENOVATIONS REBID—LINCOLN MIDDLE SCHOOL OF THE ARTS
Contract 1—Demolition
B & D Contractors, Inc.,. low bidder, base bid of..... 117,400

Contract 2—Concrete
Platt Construction, Inc., low bidder, base bid of 68,830

Contract 4—Masonry Work
Platt Construction, Inc., low bidder, base bid of 143,376

Contract 5—Structural Steel
Construction Supply and Erection, Inc., low bidder, base bid of..... 67,200

Contract 10—Gypsum Board System and Plaster
Olympic Wall Systems, Inc., low bidder, base bid of 133,890

Contract 11—Hard Tile
Concept Flooring, Inc., second low bidder, base bid of..... 76,191

Contract 13—Hardwood Flooring
Prostar, Inc., sole bidder, base bid of 77,000

Contract 22A—Gym Folding Partitions
JWC Building Specialties, Inc., sole bidder, base bid of 74,568

Contract 27—HVAC
Mared Mechanical Contractors Corp., low bidder, base bid of..... 379,500

* * * * *

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

Administration's Analysis

1. Pursuant to Section 2.12 (2) of the Board Rules, all of the Board's books and accounts shall be audited annually by a certified public accountant.

2. Proposals for an audit of the financial records and accounts covering fiscal years (FY) 1994, 1995, and 1996, and audits of membership counts for FY 1995, 1996, and 1997, were solicited from ten certified public accounting firms. Only Deloitte & Touche responded with a proposal. The proposed fee for these services is $192,550.

3. The Deloitte & Touche proposal was felt to be reasonable based on (1) a comparison of the proposed fees to the prior years' actual contracted fees, (2) a modest annual increase in audit fees for FY 1995, 1996 and 1997, (3) satisfactory performance of prior audit services, and (4) a 5 percent increase over FY 1993 in the HUB participation level. HUB Participation will be calculated on 20% of the fees excluding out-of pocket expenses.

Recommendation

Your Committee recommends that a contract be awarded to Deloitte & Touche for auditing services for FY 1994, 1995, 1996, and 1997 as identified above for an amount not to exceed $192,550.

* * * * *

(ITEM 3) Your Committee recommends that the Superintendent be, and he hereby is, authorized to make the following purchases:

Replacement of two Dump Trucks and three pickup trucks (Facilities and Maintenance)
Bob Fish Pontiac, through the State of Wisconsin, Department of Administration competitive bid #27038-5, for a total cost of $93,115

The following sole source purchases have been approved by the Technology Advisory Committee:

SS-090 Expansion of Josten's Computer Lab (Longfellow)
Jostens Learning Corporation for a 15 station hardware and software system, for a net total of $53,045

SS-091 Chapter 1 Computer Assisted Instruction Project
Proposed: Upgrades, Replacement and Expansion of Technology

The Chapter 1 Computer Assisted Instruction Project is proposing the upgrade, replacement, expansion and installation of computer technology. These decisions were determined by the local schools through the use of school technology committees and presentations by vendors to local schools. In some instances, local school committees visited other Chapter 1 CAI sites in order to make informed decisions regarding the applicability of computer technology.

The first set of schools will receive funding from the Chapter 1 office to assist them in implementing technology. Both vendors have offered "trade-in" discounts for the older ATARI computers; therefore, the proposed cost of new technology purchases may fluctuate due to the number of "trade-in" ATARI's.

Kluge Elementary..... $125,906
The school proposes to install a 30 station, networked CAI lab to serve the needs of Chapter 1 students in their schoolwide project.
Vendor: Computer Curriculum Corporation

Cass Street Elementary..... $306,334
This new schoolwide project's technology committee proposes two fifty station networked labs to serve the needs of their Chapter 1 students.
Vendor: Computer Curriculum Corporation

Siefert Elementary..... $198,316
This schoolwide project's technology committee proposes replacing their two CAI ATARI labs with two Josten labs. The school previously used Computer Curriculum Corporation software. The committee has recommended using Josten's Learning, Inc. for the coming school year and using MS-DOS computers.
Vendor: Josten's Learning, Inc.

Wheatley Elementary..... $191,316
This school proposes replacing the two twenty-five station ATARI labs with two twenty-five station networked MacIntosh computer labs to meet the needs of their Chapter 1 students.
Vendor: Computer Curriculum Corporation

The following non-public schools will replace 8 station ATARI computer labs supporting CCC software with 8 station MacIntosh, networked computer labs.

All Saints ..... $ 58,480

Catholic East..... $ 58,480

Saint Leo ..... $ 58,480

Siloah Lutheran..... $ 58,480

Urban Day..... $ 58,480

Vendor to be determined.

The following alternative schools will replace 6 and 8 station ATARI computer labs supporting CCC software with 8 station MacIntosh, networked computer labs. These schools are currently connected to Kosciuszko middle school via telephone lines.

Assata/SDC ..... $ 58,480

Excel-South ..... $ 58,480

Lad Lake-Ultra ..... $ 58,480

Vendor to be determined.

The following non-public school qualifies for Chapter 1 service for the 1994-1995 school year and will receive a CAI lab to support Chapter 1 eligible students.

Divine Savior/Holy Angels ..... $ 63,485
The cost for this lab is slightly higher since there was no previous service and older ATARI computer stations to "trade-in."
Vendor: TBD

Pierce Elementary ..... $ 50,000
This site was scheduled to upgrade their current CCC computer lab to Release 16 during the 1993-1994 school year. However, Chapter 1 budget considerations forced the cancellation of the upgrade. The Chapter 1 office is proposing the upgrade for this year using Chapter 1 local funds.
Vendor: Computer Curriculum Corporation

The following schoolwide projects having proposed using Chapter 1 schoolwide project money to purchase CAI computer technology to meet the needs of their Chapter 1 students. In each instance, local Chapter 1 committees determined the selection and configuration of their computer labs.

M & M Academy $151,720
The local schoolwide project proposes the purchase and installation of a thirty station networked MacIntosh computer lab to meet the needs of their Chapter 1 students using Chapter 1 schoolwide money.
Vendor: Computer Curriculum Corporation

Palmer Elementary $154,563
The local schoolwide project proposes the purchase and installation of a twenty-seven station networked MacIntosh computer lab to meet the needs of their Chapter 1 students using Chapter 1 schoolwide money. Two of the stations will be located in Palmer Parent Center.
Vendor: Josten's Learning, Inc.

Kosciuszko Middle School $119,900
The local schoolwide project proposes the purchase and installation of a thirty station networked MacIntosh computer lab to meet the needs of their Chapter 1 students using Chapter 1 schoolwide money. The local schoolwide technology committee also proposes the purchase of mobile teacher presentation system for use within the school.
Vendor: Computer Curriculum Corporation

Benjamin Franklin Elementary $151,720
The local schoolwide project proposes the purchase and installation of a thirty station networked MacIntosh computer lab to meet the needs of their Chapter 1 students using Chapter 1 schoolwide money.
Vendor: Computer Curriculum Corporation

Mc Nair Elementary..... $151,720
The local schoolwide project proposes the purchase and installation of a thirty station networked MacIntosh computer lab to meet the needs of their Chapter 1 students using Chapter 1 schoolwide money.
Vendor: TBD

The proposed costs of expansions, replacement, and upgrade of technology use Chapter 1 funds.

CHAPTER 1 OFFICE COSTS $1,413,197

SCHOOLWIDE PROJECT COSTS ..... $ 729,623

GRAND TOTAL TECHNOLOGY $2,142,820

* * * * *

(ITEM 4) The Superintendent advised your Committee that the following schools had requested additional budgetary changes within their local school budgets for the 1993-1994 school year. In addition, various departments have requested transfers either within their departments or from general accounts in the Superintendent's office to their departments.

	School	Budgetary Change	Cost
1.	Gaenslen	Handicapped Children's Assistant	$8,200
2.	Grant	Guidance Counselor	6,000
3.	Hartford	General Educational Assistant	1,755
4.	Marshall	Handicapped Children's Assistant	3,800
	Department		
5.	Human Resources	Consultants (Supt.) to Contracted Services—residency investigation	20,000
6.	Human Resources	Consultants (Supt.) to Contracted Services—Negotiations	50,000
7.	Board Governance	Salaries to Supplies, New and Replacement Equipment and other various accounts	39,000

1. Gaenslen School is requesting a transfer of funds from the general educational assistant account and the other expenses account to the handicapped children's assistant account. This will fund a .75 FTE position for the remainder of the school year. This position will provide direct assistance in the area of personal care to students and maintain the current level of service for this year.

2. U.S. Grant is requesting a transfer of funds from various accounts to the guidance counselor account to create 1.0 FTE.

3. Hartford Avenue Communication Arts School is requesting a transfer of funds from their paraprofessional educational assistant account (equivalent to .50 FTE) to their general educational assistant account. This will enable them to create a .50 FTE educational assistant-general position and maintain a .25 paraprofessional educational assistant. The paraprofessional position has been vacant all year.

4. Marshall High School is requesting a transfer of funds from their general service account to their handicapped children's assistant account. This adjustment will enable them to continue their current level of service/personal care to the PH students.

5. Additional funds are needed for the remainder of the year for the ongoing investigation of residency cases in the Department of Human Resources.

6. Because of intense contract negotiation activity this winter and spring, additional funds are needed to continue to employ the law firm of Quarles and Brady to negotiate labor contracts for the balance of the current fiscal year.

7. The Office of Board Governance is requesting these transfers in order to replace or upgrade outdated equipment and computer programs, to establish a basic network linking the office with the Superintendent's office, and to upgrade services provided by the office. A portion of the transfer is to cover higher than anticipated expenditures in various areas. The unused funds are savings resulting from vacancies in authorized positions.

Recommendation

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

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Auer Ave.	Chancery DeRosa Corp.	$449	Popcorn machine
Browning	Wauwatosa Realty	200	College scholarship fund
Burdick	Funds raised by the school	358	VCRs
	Funds raised by the school	361	Plastic Binding System
Clement	PTA	5,235	For school use
Craig	Security Savings and Loan	350	Purchase t-shirts for art project
Douglass	Carol Schaeve	225	For field trips
Fritsche	PTSA	1,000	Camera
Garden Homes	Milwaukee Outreach	600	Uniforms for class
Grant	Suzanne Schicantek	1,000	For 1994-95 book giveaway
	PTO	1,000	Classroom books
Hawley	Akira Tachikawa	100	For school use
	PTA	1,350	Field trips, supplies, TV/VCR
Irving	PTC	155	Air barrel for Phy. Ed.
Lady Pitts	Omega Family Restaurant	100	Social skills luncheon
Lowell	PTO	200	For library books
	PTO	109	For RIF books
	McDonald's	100	For RIF books
Milwaukee Tech	Milwaukee Graphic Arts Institute	11,160	Various paper
	Milwaukee Graphic Arts Institute	16,900	3M #802 exposure unit
	Guaranteed Service and Supply	8,000	Polychrome plate processor
Muir	Ameritech	2,500	For school use
River Trail	PTO	262	Typewriter
Robinson	Brewers	500	Girls' basketball uniforms
	Herbert Kohl Charities, Inc.	200	Girls' basketball uniforms
Sholes	Funds raised by the school	500	Die cutter shapes
Silver Spring	Milwaukee Jewish Council	65	Charter bus to Art Museum
Story	Ameritech	2,200	Field trips, incentives, workshops
Thoreau	Duane Taylor	200	Hooked on Phonics kit

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Waldorf	Edward and Rachel Graham	600	Drum set for gospel choir
Washington	Ameritech	17,500	Learning Village expenses through 6/94
	Alumni Council	419	Freshman Positive Reinforcement Program
	Alumni Council	500	AOD Program
Total		$74,398	

Recommendation

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) The Superintendent advised your Committee that:

Administration's Analysis

1. At the February 24, 1993, Board meeting, the administration was requested to review current school name change procedures and clarify the steps a school should follow.

2. A proposed procedure for schools applying for a name or name change was developed by staff members in the Department of School Administrative Support and Accountability following review of recent requests for school name changes submitted by school communities to the Board of School Directors. The procedure was reviewed by a committee composed of district administrators, principals, teachers, parents and students. A revision of this recommendation including options for Board consideration was requested by the Finance and Facilities Committee in January, 1994.

3. In February 1994, the administration submitted options for the establishment of a uniform procedure for schools applying for a name change to the Finance and Facilities Committee. A revision of the proposal was requested by the Finance and Facilities Committee which would relate directly to revising the current "Naming New Facilities" policy and be limited to elementary and middle schools.

Strategic Plan Compatibility Statement

4. The proposed revision of the "Naming New Facilities" Board policy is compatible with the following objectives of Board Goal 1 - Student Achievement:

- *Staff Empowerment*
- *Parent/Community Support and Involvement*

Statute, Board Policy or Rule Statement

5. The Board of School Directors adopted in 1949 and revised in 1984 and 1991, the following policy regarding naming of schools:

"When it becomes necessary to make a decision as to the naming of a school building, the Committee on Finance and Facilities shall make a recommendation to the Board.

"When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.

"A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion of names."

The Board of School Directors has waived the above policy.

Fiscal Impact Statement

6. Local school funds are used to defray costs associated with the school's name change including lettering on the outside of the school, stationery, and athletic uniforms expenses.

Implementation and Assessment Plan

7. The school name change will become effective following action by the Board of School Directors.

8. The Superintendent recommended that the Board of School Directors adopt the revision stated below of the "Naming New Facilities" policy. (Please note that this recommendation includes a revision of only the first paragraph of the current policy.)

"Changing the name of a school building will be limited to elementary and middle schools. The recommendation of a name change will be brought to the Finance and Facilities Committee through the local governance structure of the school. The Finance and Facilities Committee shall make a recommendation to the Board.

"When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.

"A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion of names."

Recommendation

Your Committee reports this item out of Committee to the Board without recommendation.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on March 30, 1994, the Board referred a communication from the Fernwood School PTSA to the Finance and Facilities Committee.

The Communication, a copy of which is attached, requests the installation of a “Tot Lot” at Fernwood.

Your Committee reports having given hearing to members of Fernwood’s PTSA and other interested parties.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

Administration’s Analysis

1. On January 26, 1992, the Americans With Disabilities Act became effective. This legislation provides comprehensive civil rights protection to individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications. One of the requirements of the act was to survey the facilities to determine the barriers which exist to implementation and develop a compliance plan to remove these barriers. As a result, the Division of Facilities and Maintenance Services authorized Eppstein Keller Uhen Architects, Inc. in conjunction with Vantage Point, Inc. and Toki & Associates to complete the survey, develop general cost estimates, and to provide an objective interpretation as they apply to the existing conditions.

2. The Administration and Eppstein Keller Uhen Architects, Inc. presented the proposed compliance plan to the Finance and Facilities Committee. At that time it was indicated to the committee that public comment would be sought and that recommendations would be brought to the Board for consideration in April. To date, no comments relative to the compliance plan have been received. Comments were solicited from the Broadly-Based Task Force on Exceptional Education and its member organizations. These organizations include:

- •Children's Hospital
- •Parent Education Project
- •Community Memorial Hospital
- •United Cerebral Palsy
- •Family Advocates
- •Legal Action of Wisconsin
- •Four C's of Milwaukee County, Inc.
- •Advocates For Retarded Citizens
- •Wisconsin Coalition For Advocacy

3. The compliance plan document presented three options for implementation of the law, listed advantages and disadvantages for each option, and the costs associated with each. These options include:

a. Do nothing

b. District-wide compliance in all buildings

c. Selected compliance to provide program accessibility on a district-wide basis

The document also contained preliminary recommendations based upon anticipated resources available for use in any implementation effort, potential legal liability, and the estimated costs for each option.

Strategic Plan Compatibility Statement

4. Compliance with the Americans With Disabilities Act 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

5. Compliance with Americans With Disabilities Act of 1990 is required as part of 42 U.S.C. 12101, 28 CFR Part 35, 28 CFR Part 36.

Fiscal Impact Statement

6. The cost of compliance with ADA has been estimated at $19.9 million for the selective compliance option or $36.2 million for the district-wide compliance option. Funding for any implementation effort will be included in the Capital Projects Fund which is annually reviewed and approved as part of the annual budget process. The compliance plan clearly indicates that funds do not now exist or are anticipated to be available to implement this requirement. The compliance plan recommends that additional sources of funds be sought to supplement the annual Construction Fund levy.

With regard to outside funding, the Administration has been in discussions with the State of Wisconsin relative to borrowing $5 million from the Common School Fund to complete modifications at about 35 schools. This borrowing and its effects upon the FY95 budget were discussed with the Board at a meeting of the Budget Committee on March 31, 1994. Should this borrowing be authorized by the Board, implementation of compliance with ADA would be about 25 percent complete in only one year.

It should be noted that it may be possible to fully fund the complete ADA compliance effort utilizing this method of funding. As part of **very early exploratory** discussions with staff from the Board of Public Land Commissioners, it may be possible to receive similar loans in future years. Any such effort, however, will require annual approval by both the Board and Common School Fund officials and will depend on availability of funds. The Administration is currently analyzing the feasibility of this approach as part of the FY95 budget deliberations and will report to the Board as soon as information is available.

Regardless of the outcome of the current discussions on the Common School Fund, the Administration will continue to pursue additional sources of revenue to fund the compliance effort.

Implementation and Assessment Plan

7. The implementation of the compliance effort will be incorporated into the Ten-Year Capital Plan as a line item in the Code Compliance budget. Assuming no outside funding is available for use, the compliance plan projects a ten-year implementation schedule requiring about $2 million per year. Should funding be available from the Common School Fund over a period of time, implementation may be able to be completed in as few as four (4) years.

As the compliance effort proceeds, any modifications will be coordinated with the implementation schedules for the School to Work and Technology Master Plan initiatives, particularly at the middle and high school levels where significant modifications to implement School to Work are anticipated. This will enable the appropriate modifications to occur for each initiative while minimizing the unnecessary expenditure of funds for conflicting modifications at any location.

Recommendations

Your Committee recommends:

1. That the Facilities Compliance Plan For The Americans With Disabilities Act be approved and the Administration be authorized to implement the plan utilizing the Selective Compliance Option.

2. That authorization be given to borrow $5 million from the Common School Fund for the purpose of completing modifications to implement the Americans With Disabilities Act with the funds to be placed in the Construction Fund.

3. That the Administration continue to seek additional sources of revenue to supplement local funds in order to implement the law.

4. That implementation of the law be coordinated with the implementation schedules for the School to Work and Technology Master Plan.

5. That the implementation schedule be incorporated into the Ten-Year Capital Plan with annual appropriations subject to Board approval.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

Administration's Analysis

1. At its meeting of April 22, 1993 (Proc. pp. 638-642), the Board approved the following recommendations relative to various lease agreements:

a. ". . . that authorization be given to the City Real Estate Agent to:

- Renegotiate the lease for the property at 1551 West Greenfield Avenue on a restrictive month-to-month basis for the period of July 1, 1993—June 30, 1994 subject to approval of Title IV funds from the Indian Office of Education. Terms should be as close as possible to the existing terms.

- Renegotiate the lease for the property at 5401 North 76th Street on identical terms as those in 1992-93 at a cost not to exceed $650/month.

- 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 1992-93 at a cost not to exceed $205/month.

- Renew the lease for the Junior Achievement Demmer Center located at 734 North 8th Street on identical terms as those in 1992-93 and that any substantial increase be brought back to the Board for subsequent approval.

- Renew 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 1992-93 at a cost not to exceed $135/month.

- Renew the lease for the Boys and Girls Club-Mary Ryan Center on identical terms to those in 1992-93 at a cost not to exceed $50/month.

- Renegotiate the lease for the St. Charles Boys Home located at 151 South 84th Street on identical terms as those in 1992-93 at a cost not to exceed $985/month.

- 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 continued funding by the Federal Government.

- Negotiate a 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.

- Renew the lease agreement for St. Wenceslaus School located at 1420 West Scott Street at a cost not to exceed $400/month.

- Renegotiate the lease agreement for the property located at 3814 West North Avenue to house the Amelia N. Baker Preparatory Academy on identical terms as those in 1992-93 at a cost not to exceed $31,200.

b. That all costs associated with the lease agreements be funded by the appropriate program/department budget.

c. That the Division of Facilities and Maintenance Services be authorized to provide the appropriate lease administration and coordination. . . ."

2. At its meeting of September 29, 1993 (Proc. p. 227; 231), the Board authorized the Administration to enter into a lease agreement for one year with Greater Mount Zion Missionary Baptist Church for the property at 2479 North Sherman Blvd. at a cost not to exceed $26,000. This lease provided space for a middle school behavior reassignment program formerly housed at the LaVarnway Boys and Girls Club located at 2739 North 15th Street.

3. The following information is presented relative to each of the aforementioned leases:

a. <u>WE Indians</u> - 1551 W. Greenfield Avenue

- The lease expires on June 30, 1994 and cannot be renewed. The lease cost has been $390/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. <u>Bay View Methodist Church</u> - 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 twelve years. This center was operated without charge to the school system until 1986.

- The lease expires on June 30, 1994 and cannot be renewed. The lease price has been $205/month.

c. <u>Telechek Building</u> - 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 lease expires on June 30, 1994 and cannot be renewed. The lease price has been $675/month plus utilities.

d. Aurora Weier Education Center - 2669 North Richards Street

- The Riverside Outpost center was originally established at Lincoln Downtown Educational Center in 1990 and located in space vacated by the Alternative High School Program. This program was relocated for the 1991-92 school year in order to reopen Lincoln as a middle school. The school has indicated some dissatisfaction with the location of the program and wishes to relocate to another location. At this time, no decision has been made relative to a new location since a new site has not yet been identified. It may be necessary to remain at this location until such time that a new site can be found. Should a location be found, a lease with similar terms can be negotiated. Any new lease will be brought back to the Board for approval.

- The lease expires on June 30, 1994 and cannot be renewed. The lease price has been $135/month.

e. Boys and Girls Club-Mary Ryan Unit - 3000 North Sherman Boulevard

- The Washington Outpost center was relocated from the Parklawn Community Center for the 1991-92 school year and has been located at this location since.

- The lease expires on June 30, 1994 and can be renewed. The lease price has been $50/month.

f. Junior Achievement Demmer Center - 734 North 8th Street

- This lease was discontinued in September, 1993 at the request of the Division of Alternative Programs as a result of the elimination of the program. Students were relocated and incorporated into the Phoenix Alternative Program located at the former 8th Street School.

g. St. Charles Boys Home - 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 1992-93 school year to house three classes of ED students. In addition, the Department of Alternative Programs has contract programs at this location not affected by the lease.

- The lease expires on June 30, 1994 and cannot be extended. The lease price has been $985/month.

h. 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 leased space 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.

i. St. Wenceslaus - 1420 West Scott Street

- This lease was negotiated to house the South Division Outpost Program formerly housed at 1107 West Mitchell Street. This program was relocated after the Board approved the termination of the lease for that location.

- The lease expires on June 30, 1994 and cannot be renewed. The lease price has been $400/month.

j. 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.

- The lease has been 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 1994-95 with the determination of subsequent years' costs utilizing the Consumer Price Index.

k. Centro del Nino - 500 East Center Street

- This lease was negotiated 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.

Strategic Plan Compatibility Statement

4. 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

5. At its meeting of June 4, 1992, the Board adopted new facility standards which reaffirmed and supplemented its policies relating to school buildings and sites adopted on September 30, 1980 (Proc. pp. 911-917) and reaffirmed on November 24, 1986. Contained in these standards was the following related to leases:

". . .That, as a general practice, the utilization of leased facilities be discontinued as soon as possible and the programs be housed in permanent school facilities as space becomes available. . . ."

With the exception of the WE Indians and Historic King Place leases, the leases are for outpost or alternative programs, with the majority being outpost programs. These programs require small amounts of space and are best accommodated in leased facilities. Only the exceptional education classes are not in permanent space. These will be relocated to permanent space as soon as possible.

The Head Start expansion at Centro del Nino is indicative of future trends in that preschool programs, such as Head Start, will have to be located outside of regular schools if expansion is to occur, since space does not exist in permanent space.

Fiscal Impact Statement

6. 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.

There will, however, be significant budget impact in the future should the use of leased space be expanded to house locally funded programs. The majority of these costs will be for utilities and operation services personnel to staff the new locations. These costs will be reflected in (1) higher lease payments to cover the costs, or (2) additional positions to serve these locations. It should be noted that while the cost of any new positions can be accommodated in the categorical funds without tax levy impact, any expansion of a Board-funded program in leased space will have direct financial impact upon the local tax levy since new positions will have to be created.

Implementation and Assessment Plan

7. Does not apply.

Recommendations

Your Committee recommends that authorization be given to the City Real Estate Agent to:

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 1993-94 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 1993-94 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.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

Administration's Analysis

1. As previously reported to the Board, the Division of Exceptional Education and Supportive Services incurred a budget deficit of $728,000 at the end of the 1992-1993 fiscal year. This deficit has been carried over into their 1993-1994 budget.

Approximately 96% of the division budget is salary related. Therefore, the deficit could not be offset without layoffs of staff and the resulting curtailment of mandated services.

2. The deficit was caused in large part by an increase in the use of exceptional education program accounts for substitute teachers, as well as by coding errors relating to the assignment of staff. Steps have been taken to correct the coding errors and to improve the management of salary accounts.

3. A request to transfer $350,000 from the School Operations Contingent Fund to appropriate accounts within the Division of Exceptional Education to reduce the deficit was approved in January, 1994. At that time it was indicated that further requests would likely occur.

4. A request to transfer moneys from the School Operations Contingent Fund to appropriate accounts within the Division of Exceptional Education is now being made in order to eliminate the deficit .

Strategic Plan Compatibility Statement

5. Eliminating the deficit in the Division of Exceptional Education and Supportive Services is compatible with Board Goal 3, **Fiscal Responsibility**.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

7. The request is for a transfer of $378,326.

Implementation and Assessment Plan

8. The funds will be transferred into the appropriate accounts. Steps have been taken to improve the management of the salary accounts in order to eliminate inappropriate coding.

Recommendation

Your Committee recommends that $378,326 be transferred from the School Operations Contingent Fund to appropriate accounts within the Division of Exceptional Education to eliminate the deficit.

* * * * *

(ITEM 11) 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 April 12, 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 March 31, 1994, for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds for the Committee's approval.

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	$447,685,693	$140,544,914	76.1%
Categorically Aided	55,657,430	12,378,479	68,035,909	37,244,994	30,790,915	54.6%
School Nutrition	23,981,846	0	23,981,846	15,375,239	8,606,607	64.1%
Construction	19,900,000	0	19,900,000	19,807,069	92,931	99.5%

Extension	$6,356,179	0	6,356,179	5,265,122	1,091,057	82.8%

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	$404,182,671	$191,625,636	67.8%
Categorically Aided	55,657,430	13,304,330	68,961,760	43,469,487	25,492,273	63.0%
School Nutrition	23,981,846	15,083	23,996,929	15,665,964	8,330,965	65.3%
Construction	19,900,000	5,359,027	25,259,027	14,162,457	11,096,570	56.1%
Extension	$6,356,179	15,797	6,371,976	4,140,429	2,231,547	65.0%

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

(2) Encumbrances and expenditures included through March 31, 1994 and payrolls through March 25, 1994.

C. Expenditure Control Report

* * * * *

Separate consideration having been requested of Items 1, 6 and 10, the remainder 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 1, relating to award of contracts, having been set aside for separate consideration, Director Johnson moved to adopt the report.

Director Johnson requested separate consideration of contract #11 for rebid renovations.

There being no objection, the request was granted.

The question being on approval of the balance of the contracts, the motion prevailed, the vote the same as that preceding:

Ayes—7; Noes—0.

The question being on approval of contract #11, Director Johnson moved that the contract be rebid.

The motion failed, the vote being as follows:

Ayes—Directors Johnson and Small—2.

Noes—Directors De Bruin, Lucey, O’Neil, Sinicki and President Bills—5.

The question being on approval of the contract, the motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Item 6, relating to the policy regarding the naming of new facilities, having been set aside for separate consideration since it was reported out of Committee without recommendation, Director Johnson moved to adopt the Superintendent's original recommendation.

Director Sinicki moved to amend the recommendation by deleting the words "through the local governance structure of the school."

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

Ayes—Directors Sinicki and Small—2.

Noes—Directors De Bruin, Johnson, Lucey, O'Neil and President Bills—5.

Director De Bruin moved to delete the words "Changing the name of a school building will be limited to elementary and middle schools."

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

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

Noes—Directors O'Neil, Sinicki, Small and President Bills—4.

Director Sinicki moved to amend the recommendation by changing the title of the policy from "Naming New Facilities" to "Naming School Facilities."

The amendment was adopted by consensus.

The question being on adoption of the Superintendent's original recommendation as amended, the motion prevailed, the vote being as follows:

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

Noes—Director De Bruin—1.

Voting "present"—Director Sinicki.

Item 10, relating to the a contingent fund transfer to eliminate the deficit in the Division of Exceptional Education and Supportive 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 Lucey, O’Neil, Sinicki, Small and President Bills—5.

Noes—Directors De Bruin and Johnson—2.

COMMITTEE ON LEGISLATION AND RULES

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

TO THE BOARD OF SCHOOL DIRECTORS:

April 20, 1994

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) The Director of Board Governance advised your Committee that:

Analysis by the Board Governance Office

The rule changes recommended below are the result of discussions held at various Board worksessions. These changes are designed to

- •eliminate unnecessary meetings;
- •provide for greater focus on strategic planning and major issues;
- •provide an earlier starting time for meetings because of safety considerations of persons attending them; and
- •establish an audit committee.

In addition to these rule changes, changes have been included changing the name of the office of governance affairs to the office of board governance.

Recommendations

Your Committee recommends:

1. That the Board adopt the following rule changes.

2. That the Director of Board Governance revise all applicable policies in accordance with the rule changes adopted.

ARTICLE I

ORGANIZATION AND PROCEDURE

1.01 Organization. The board of school directors, hereinafter in these rules referred to as "the board," shall meet on the fourth Monday of April in each year, except that when the fourth Monday is a public holiday the meeting shall be held on the ~~fourth Tuesday~~ next business day, and organize by the election of a president. The president shall be elected by the board from its own number to serve for one year and until a successor is chosen, and in his/her absence or during his/her disability the vice president shall serve.

1.02 Regular board meetings. (1) Regular meetings of the board, except the April meeting, shall be on the last Wednesday of each month; when any regular meeting day falls on a legal holiday or an election day, the meeting shall be held on the next business day.

(2) The board shall also hold a final meeting each year on the Thursday prior to the fourth Monday of April.

(3) Meetings shall be called for ~~8:00~~ 6:30 P.M. unless otherwise ordered by the board or its president.

1.03 Special board meetings. Special board meetings shall be called by the director of ~~governance affairs/board clerk~~ board governance at the direction of the president or upon the written request of 3

members. Such request shall state the time and place of the meeting and the specific purpose or purposes for which the meeting is being called. At any such special meeting no other business shall be transacted than that specified in the notification thereof, which shall be given personally or mailed to each member at least 24 hours before the time of such meeting.

1.04 Quorum. A majority of the members of the board shall constitute a quorum for the transaction of business, but a smaller number may adjourn.

1.05 Order of business.

Roll call.
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 ~~governance affairs/board clerk~~ board governance
Allowance of accounts.
Reports of standing committees.
Reports of special committees.
Unfinished business.
New business.
Communications and petitions.
Resolutions.

1.12 President's duties and powers; ex officio membership.

(1) The president shall appoint standing committees, to serve for one year, and shall appoint all special committees whose appointment is not otherwise provided for. He/She shall preside at meetings of the board and perform the duties usually devolving upon such an officer. He/She shall have the power to authorize board members to visit other school systems, attend conventions, seminars, and similar meetings at board expense. Such authorization shall be certified in writing to the director of the office of ~~governance affairs/board clerk~~ board governance, and when pertinent, shall state the name of the organization, as well as the purpose of the trip, the destination, and the period of time involved. The voucher covering expenses of the trip shall be listed in the monthly allowance of accounts.

ARTICLE II

COMMITTEES

2.01 Standing and special committees; minutes of meetings. (l) There shall be 4-5 regular standing committees with 4 members each on the committee on instruction and community relations, finance and facilities, personnel and negotiations, and audit, and full membership of 9 members on the strategic planning and budget committee. The president of the board shall be chairman of the committee on legislation ~~and~~ rules and policies and the chairmen of the committee on instruction and community relations, personnel and negotiations, finance and facilities, audit and strategic planning and budget, shall be members of the committee on legislation ~~and~~ 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. Such 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.

(2) Memorandum minutes of each meeting shall be kept. Such memorandum minutes, which do not constitute official actions by the board, are nevertheless public records and are available for inspection or sale in the office of governance affairs during regular office hours. The price of these minutes shall be fixed by the director of ~~governance affairs/board clerk~~ board governance with the expense of duplication being given primary consideration. All such minutes sold must contain the statement that they are memorandum minutes only and do not constitute official actions by the board.

(3) Stenotype or shorthand notes of the minutes of board and committee meetings shall be kept in the custody of the director of ~~governance affairs/board clerk~~ board governance for a period of six years.

2.02 Committee meetings. Unless otherwise ordered by the respective chairmen, standing committees shall meet at ~~8:00~~ 6:00 P.M. during the second week previous to that of a regular board meeting: the committee on personnel and negotiations on ~~Monday~~ Tuesday, the committee on instruction and community relations on Wednesday, and the committee on finance and facilities on Thursday. The committees on personnel and negotiations and finance and facilities shall meet five times per year; the committee on instruction and community relations shall meet four times per year; and the committee on audit shall meet three times per year, 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 chairman, ~~but preferably not during the regular committee week~~. Special meetings of committees, and meetings of special committees shall be held at the call of the respective committee chairman or upon the written request of 2 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.

2.03 Meeting notices. The director of ~~governance affairs/board clerk~~ board governance shall notify all board members of all committee meetings. The committee meeting notices shall state the time, place, and purpose of the meeting and shall be given in person, delivered, or mailed so as to reach board members not less than 24 hours before the meeting is to take place. The director of ~~governance affairs/board clerk~~ board governance shall also notify all board members of any adjourned committee meetings. The above provisions relating to notices of committee meetings shall also apply to notices of adjourned committee meetings when the adjournment is for a period exceeding 24 hours.

INSTRUCTION AND COMMUNITY RELATIONS COMMITTEE

2.04 Powers and duties. The committee on instruction and community relations shall consider and make recommendations to the board on all matters pertaining to the instructional programs and shall determine the courses of study and textbooks 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 6 years thereafter. The committee shall make recommendations to the board with respect to the purchase of books and educational supplies, and all activities of the division of municipal recreation and community education. The committee shall have the authority to ~~reallocate~~ 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. 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 ~~allocate~~ recommend allocation of appropriated funds for expenses of and services to community and special committees to the Board for approval.

2.07 Textbook adoptions. (1) Opening Subject Areas for Textbook Adoption.

(a) In order to provide for a systematic re-evaluation of current textbook needs as adoptions near expiration, each year at the meeting of the committee on instruction and community relations prior to the regular ~~April~~ March board meeting, the superintendent shall report the subject areas, along with the titles of the textbooks, for which adopted texts have been in use six years or more and may legally be discontinued at the end of the following school year. The superintendent's report shall include recommendations for each of the subject areas listed with respect to:

1. Subject areas to be opened for textbook adoption.

2. Subject areas in which textbook adoption is to be discontinued at the end of the following school year and no new adoption made.

(b) The recommendations of the committee on instruction and community relations shall be submitted to and acted on by the board at its regular ~~April~~ March meeting.

FINANCE AND FACILITIES COMMITTEE

2.08 Powers and duties. The committee on finance and facilities shall consider and make recommendations to the board on all matters pertaining to approval of payroll and accounts, all bids required by law, ~~audits of funds~~, 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. 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.

2.09 Purchases and awards of contracts. All bids for construction work and the purchase of supplies, equipment, and materials for construction work estimated to cost $25,000 or more for each item, shall be presented to the committee on finance and facilities with the recommendations of the superintendent, and the committee shall then make recommendations to the board with respect to the award of contracts or the purchases of such items. All other bids on contract services or the purchase of supplies, equipment, and materials estimated to cost $25,000 or more for each item shall be presented to the committee on finance and facilities with the recommendations of the superintendent, and the committee shall then make recommendations to the board with respect to the award of contracts or the purchase of such items. This rule shall not apply to approved or board-adopted library and supplementary books and textbooks; items approved by the board for use in the schools and purchased for resale; food supplies; music and entertainment services.

~~2.12 Audits. 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 to the board at its regular meeting in October.~~

LEGISLATION ~~AND~~ RULES <u>AND POLICIES</u> COMMITTEE

2.19 Powers and duties. The committee on legislation ~~and~~ rules <u>and policies</u> 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, <u>the board's policy manual</u> and administrative rules affecting education generally and, to the extent deemed advisable by the committee, make recommendations to the board with respect thereto. In the absence of official action with respect to representation on policy matters, the committee on legislation ~~and~~ rules <u>and policies</u> 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 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 1.08.)

2.20 Legislative representation. (1) The chief lobbyist, as the superintendent's designee, shall be the board's legislative representative, but the committee on legislation ~~and~~ rules <u>and policies</u> 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 ~~and~~ rules <u>and policies</u> in the interim between board meetings – with respect thereto.

PERSONNEL AND NEGOTIATIONS COMMITTEE

2.31 Powers and duties. 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 employes, approval of personnel transactions, negotiations with organized employes, approval of

all salary schedules, grievances and complaints of employes (unless otherwise provided for in these rules),

employe transportation, and pupil personnel, including student rights policy, review of student discipline, and student complaints. The committee shall have the authority to ~~allocate~~ recommend allocation of appropriated funds for new and vacant positions to the Board for approval.

STRATEGIC PLANNING AND BUDGET COMMITTEE

2.40 Powers and duties. 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. 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 5 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. The committee shall be responsible for the development of a strategic planning process and plans.

AUDIT COMMITTEE

2.41 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 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 of School Directors 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.

* * * * *

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

Resolution

At its meeting on March 30, 1994, the Board referred the following resolution, which was introduced by Director Small, to the Legislation and Rules Committee:

Whereas, Mayor John Norquist and Representative Polly Williams have proposed to expand the Milwaukee Parental Choice program to include private sectarian schools within the city; and

Whereas, The proposal would increase the number of pupils who can participate from 1,500 to 5,000; and

Whereas, The proposal would allow funds to support sectarian schools; and

Whereas, The Wisconsin Coalition for Public Education, a statewide coalition of 24 groups, including the Wisconsin Conference of Churches IMPACT Board, Wisconsin Jewish Conference, ACLU, Wisconsin PTA, WEAC/WFT, WASB along with many other organizations oppose the expansion of the Milwaukee Parental Choice program to religious schools; and

Whereas, The Coalition opposes the expansion because it "undermines the concept of public education and violates the constitutional wall separating church and state;" now, therefore, be it

Resolved, That the MPS Board of School Directors does hereby express its opposition to the use of public funds for private sectarian schools; and be it

Further Resolved, That the MPS Board of School Directors join the Wisconsin Coalition for Public Education.

Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 3) The Director of Board Governance advised your Committee that:

Resolution

At its meeting on March 30, 1994, the Board referred the following resolution, which was introduced by President Bills, to the Legislation and Rules Committee:

Whereas, Until 1977 the Milwaukee Board of School Directors had the authority to fill vacancies on the Board by appointment; and

Whereas, The Board currently must call a special election to fill any vacancy on the Board; and

Whereas, Because of the timing of vacancies occurring on the Board, a special election often cannot be called concurrently with a general election; and

Whereas, The taxpayers of the City of Milwaukee must bear the additional cost of any special election which cannot be held concurrently with a general election; and

Whereas, The only other option the Board has is to leave the seat vacant until the next general election, thus depriving a district of elected representation on the Board; now, therefore, be it

Resolved, That the Board seek legislation to allow a vacancy on the Board to be filled, for its remaining term, by the appointment of a candidate from the respective district by a majority of the membership of the Board; and be it

Further Resolved, That, should the legislation be passed, the Board determine the criteria and procedures it will use for determining whom it will appoint to any vacancy.

Recommendation

Your Committee forwards this resolution to the Board out of Committee without recommendation.

* * * * *

Separate consideration having been requested of Items 1 and 3, the remainder 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 1 of the report having been set aside as it requires a two-thirds vote of the membership to amend Board rules, Director Small moved to suspend Board rules and adopt the report.

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

Ayes—7; Noes—0.

Item 3, relating to a resolution regarding the appointment of Board members, having been set aside inasmuch as it was reported out of Committee without recommendation, Director Small moved to adopt the resolution.

Director Johnson moved a substitute, that the election process would be the first priority, and if there were no election for one year, then the appointment process would take place.

After discussion and there being no objection, Director Johnson withdrew his substitute.

Director Small moved to refer the resolution back to Committee.

The motion to refer failed, the vote being as follows:

Ayes—Directors Johnson, Lucey and Small—3.

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

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

Ayes—Directors Lucey, O'Neil and President Bills—3.

Noes—Directors De Bruin, Johnson, Sinicki and Small—4.

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 31; April 11; April 12; April 13 at 9:00 AM, 1:00 PM, and 2:30 PM; and April 18, 1994 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, O'Neil, Sinicki, Small and President Bills—7.

Noes—None.

The Board adjourned at 10:40 PM.

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

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1994

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	444	444		4	721	13	89	51	9	1	888
K3	486	329		8	509	41	64	172	21		815
PK	132	81			172	2	13	26			213
K4	2069	1911		38	2128	191	409	1135	79		3980
K5	4311	4078		88	4973	366	948	1871	143		8389
01	4935	4595		108	5880	349	1071	1979	143		9530
02	4337	4140		100	5130	379	911	1852	104	1	8477
03	4192	3982		92	4892	328	908	1850	104		8174
04	4038	3875		90	4704	346	876	1814	83		7913
05	3983	3856		75	4651	331	901	1773	107	1	7839
06	3791	3540		92	4357	304	803	1690	85		7331
07	3702	3473		83	4353	270	774	1628	67		7175
08	3626	3567		97	4351	249	761	1664	71		7193
09	4061	4153		117	4876	241	968	1946	66		8214
10	3081	3213		79	3533	190	673	1756	60		6294
11	2201	2513		59	2449	176	455	1529	49		4717
12	1725	1882		41	1730	155	337	1299	45		3607
13	6							5			5
Invalid	6	2			6				1		7
TOTAL	51127	49634		1171	59415	3931	10961	24043	1237	3	100761

Total Active Detached..... 70(Included above) Total Suburban Transfers—5731
Total Inactive..... 605 (Not included above)

Brown Deer	167	Glendale/River	111	Mequon-Thiensville	198	St. Francis	146
Cudahy	263	Hills	254	New Berlin	117	Wauwatosa	816
Elmbrook	284	Greendale	283	Nicolet	147	West Allis	322
Fox Point	135	Greenfield	67	Oak Creek	298	Whitefish Bay	407
Franklin	377	Hamilton	80	Shorewood	289	Whitnall	259
Germantown	43	MapleDale-IndianHills	331	South Milwaukee	337	TOTAL	573
		Menomonee Falls					1

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1511	68.5	118.0	6.0	Milwaukee Tech	1633	77.1	121.0	4.0
Custer	1099	66.3	92.0	5.0	North Division	808	55.1	84.0	4.0
Hamilton	1752	73.2	124.0	5.0	Pulaski	1379	69.2	103.0	5.0
Juneau	829	77.5	67.0	3.0	Riverside	1353	77.2	103.0	5.0
King	1196	84.8	72.0	4.0	South Division	1642	67.5	160.0	5.0
Madison	1128	70.6	96.0	5.0	Vincent	1279	72.5	94.0	5.0
Marshall	1163	70.2	96.0	5.0	Washington	1554	69.7	130.0	5.0
MHSA	805	83.2	64.0	3.0	TOTAL	19131	72.2	1524.0	69.0
MIDDLE SCHOOLS									

Audubon	937	83.4	71.0	4.0	Muir	922	83.8	78.0	4.0
Bell	892	83.8	71.0	3.0	Parkman	572	75.3	45.0	3.0
Burroughs	916	82.6	74.0	4.0	Robinson	511	91.3	42.0	2.0
Edison	810	81.1	75.0	3.0	Roosevelt	626	89.5	47.0	3.0
Fritsche	980	89.7	85.0	4.0	Sarah Scott	623	84.4	52.0	3.0
Grand Avenue	632	87.4	66.0	3.0	Sholes	830	83.7	75.0	3.0
Kosciuszko	739	80.9	82.0	4.0	Steuben	925	85.1	70.0	4.0
Lincoln	636	82.2	47.0	3.0	Walker	805	79.6	71.0	3.0
Malcolm X	587	75.3	55.0	4.0	Webster	996	82.8	76.0	4.0
Acad	782	87.1	64.0	3.0	Wright	763	85.8	63.0	3.0
Milw.Ed.Center	1114	91.4	77.0	4.0	TOTAL	16598	84.3	1386.0	72.0
Morse									

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	407	90.1	20.0	1.0	Humboldt Park	615	92.2	49.0	2.0
Allen Field	1029	91.1	85.0	2.0	Irving	663	90.6	51.0	2.0
Auer	609	89.5	58.0	2.0	Kagel	348	94.0	45.0	2.0
Barton	576	93.9	33.0	3.0	Keefe Av.	630	90.6	58.0	2.0
Brown Street	562	92.5	72.0	3.0	Kilbourn	419	89.9	40.0	1.0
Browning	428	90.4	34.0	1.0	Kluge	568	90.8	47.0	2.0
Bruce	552	90.6	38.0	2.0	LaFollette	649	89.5	61.0	2.0
Bryant	605	89.2	39.0	3.0	Lancaster	593	92.2	35.0	2.0
Burbank	563	93.1	32.0	2.0	Lee	626	88.4	57.0	2.0
Burdick	478	90.2	40.0	1.0	Lincoln Av.	646	90.1	43.0	2.0
Carleton	475	92.6	29.0	2.0	Lloyd St.	536	93.5	43.0	2.0
Cass	606	88.7	50.0	2.0	Longfellow	631	93.1	44.0	2.0
Clarke	519	88.9	51.0	2.0	Lowell	304	88.7	17.0	1.0
Clemens	448	92.1	34.0	1.0	MacDowell	528	94.7	45.0	1.0
Clement	442	92.8	31.0	1.0	Manitoba	369	93.4	39.0	2.0
Congress	487	93.2	30.0	1.0	Maple Tree	524	90.4	30.0	2.0
Cooper	395	89.1	27.0	1.0	Maryland Av.	334	89.8	27.0	2.0
Curtin	356	91.8	24.0	1.0	McNair	288	89.2	23.0	1.0
Doerfler	668	92.1	37.0	2.0	Meir	264	95.5	19.0	1.0
Douglass	300	88.6	23.0	1.0	Milw.Im.French	413	93.9	29.0	1.0
Dover	622	89.7	39.0	2.0	Milw.Im.German	541	95.0	42.0	2.0
Dr. King	530	91.0	57.0	2.0	Milw.Im.Spanish	507	93.6	40.0	1.0
Eighty-first	463	90.6	25.0	1.0	Mitchell	750	90.3	50.0	2.0
Elm	561	94.3	42.0	1.0	Morgandale	633	93.0	49.0	1.0
Emerson	283	91.4	22.0	1.0	Multilingual	354	93.7	41.0	1.0
Engleburg	526	93.0	37.0	2.0	Neeskara	433	93.8	31.0	1.0
Fairview	545	93.7	54.0	2.0	Ninety-fifth	325	94.4	24.0	1.0
Fernwood	430	88.0	30.0	2.0	Palmer	586	87.3	60.0	2.0
Fifty-third	409	93.8	27.0	1.0	Parkview	417	93.3	27.0	1.0
Forest Home	946	91.7	80.0	3.0	Phillip	350	92.0	29.0	1.0
Franklin	600	92.0	61.0	2.0	Pierce	580	91.2	69.0	2.0
Fratney	374	93.2	34.0	1.0	Riley	665	91.5	53.0	2.0
Gaenslen	733	85.9	76.0	2.0	River Trail	350	89.3	20.0	1.0
Garden Homes	494	90.1	46.0	2.0	Seventy-eighth	558	90.7	44.0	2.0
Garfield	426	95.4	34.0	1.0	Sherman	568	91.8	31.0	2.0
Garland	373	90.9	20.0	1.0	Siefert	609	88.3	54.0	2.0
Goodrich	441	93.2	25.0	2.0	Silver Spring	391	90.6	29.0	1.0
Grant	589	92.5	36.0	2.0	Sixty-fifth	393	94.6	27.0	1.0
Grantosa	638	91.9	44.0	2.0	Starms	391	93.4	41.0	1.0
Granville	411	92.2	31.0	2.0	Story	502	92.7	49.0	2.0
Green Bay Av.	547	92.8	62.0	2.0	Stuart	333	92.7	24.0	1.0
Greenfield	379	93.6	34.0	1.0	Thirty-eighth	568	93.9	39.0	2.0
Hampton	590	90.3	39.0	3.0	Thirty-fifth	352	90.6	22.0	1.0
Happy Hill	500	91.0	29.0	2.0	Thirty-first	511	94.2	42.0	1.0
Hartford	614	91.2	34.0	2.0	Thirty-seventh	538	87.5	54.0	2.0
Hawley	336	91.5	23.0	1.0	Thoreau	698	92.0	49.0	2.0
Hawthorne	351	92.8	27.0	1.0	Thurston Woods	349	87.2	29.0	1.0
Hi-Mount	442	92.6	29.0	1.0	Tippecanoe	245	90.7	16.0	1.0
Holmes	740	88.9	81.0	2.0	Townsend	525	94.8	36.0	1.0
Honey Creek	334	91.5	29.0	1.0	Trowbridge	355	89.7	32.0	1.0
Hopkins	746	89.2	71.0	2.0	Twenty-first	584	92.3	51.0	2.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	670	89.5	65.0	2.0	Whitman	395	92.3	35.0	1.0
Urban Waldorf	293	94.0	24.0	1.0	Whittier	213	94.5	10.0	1.0
Victory	472	94.5	37.0	2.0	Wisconsin Av.	699	92.1	56.0	3.0
Vieau	620	91.7	61.0	2.0	Zablocki	605	92.6	44.0	2.0
Wheatley	708	90.3	67.0	2.0	TOTAL	56062	91.5	4470.0	178.0
OTHER SCHOOLS									
Amelia Baker	79	72.2	1.0	1.0	Manitoba Ortho.	118	86.4	4.0	.0
Craig	152	71.9	30.0	1.0	Phoenix Alt. HS	169	50.8	9.0	1.0
Hayes	89	66.8	30.0	1.0	Pleasant View	98	75.7	17.0	1.0
Kilmer	383	81.1	22.0	1.0	Sixty-eighth	210	50.7	16.0	1.0
Lady Pitts	230	47.1	30.0	1.0	Stay	116	61.0	10.0	1.0
Lapham Park	136	73.4	17.0	1.0	Commun. Based	1280		0	.0
Lavarnway	29	95.9	0	1.0	TOTAL	3089	69.7	186.0	11.0
					MPS TOTAL	94880	89.3	7566.0	330.0

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1994
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	40	1	2440	42	33	1	430	7	920	33	38	3	3901	87	3988
Emotion. Dist.	30	1	1382	57	6	0	105	9	436	22	26	1	1985	90	2075
Autistic	0	0	86	8	1	0	4	1	49	3	2	0	142	12	154
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	33	49	1	0	6	8	12	42	0	1	53	100	153
Physically Hdcp.	4	0	376	61	18	3	71	8	213	30	8	2	690	104	794
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	104	25	20	2	25	10	89	20	8	0	249	57	306
Mentally Ret.	13	3	1602	230	24	11	174	26	371	103	16	4	2200	377	2577
Speech/Languag	36	18	2274	1378	44	52	361	247	953	635	45	33	3713	2363	6076
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	127	23	8297	1850	147	69	1176	316	3043	888	143	44	12933	3190	16123
Ethnic Totals	150		10147		216		1492		3931		187		16123		