BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 27, 1992

Annual organizational meeting of the Board of School Directors called to order by the Secretary-Business Manager at 8:25 PM.

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

Absent—None.

Director O'Connell was elected temporary chairman, the vote being as follows:

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

Noes—None.

ELECTION OF BOARD PRESIDENT

Director O'Connell, 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	Director Mitchell
Director Johnson	Director Mitchell
Director Lucey	Director Mitchell
Director Mallory	Director Mitchell
Director Mitchell	Present
Director O'Connell	Director Mitchell
Director O'Neil	Director Mitchell
Director Sinicki	Director Mitchell
Director Small	Director Mitchell

Director Mitchell—8

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

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 Bills .....Present
Director Johnson.....Director Bills
Director Lucey.....Director O'Connell
Director Mallory.....Director Bills
Director O'Connell.....Director Bills
Director O'Neil.....Director Bills
Director Sinicki.....Director Bills
Director Small.....Director Bills
President Mitchell.....Director Bills

Director Bills—7
Director O'Connell—1

Director Bills having received a majority of the vote, the Chair declared her duly elected Vice-President, for the ensuing year.

ELECTION OF BOARD CLERK

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

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

Director Bills .....Suzanne Lundin
Director Johnson.....Suzanne Lundin
Director Lucey.....Present
Director Mallory.....Suzanne Lundin
Director O'Connell.....Suzanne Lundin
Director O'Neil.....Suzanne Lundin
Director Sinicki.....Suzanne Lundin
Director Small.....Suzanne Lundin
President Mitchell.....Suzanne Lundin

Suzanne Lundin—8

Suzanne Lundin having received a majority of the vote, the Chair declared her duly elected Board Clerk for the ensuing year.

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

UNFINISHED BUSINESS

In accordance with the provisions of Section 119.10 (1), Wisconsin Statutes, the

Secretary-Business Manager presented the following list of unfinished business pending before the Board and its Committees for reference as indicated:

Instruction and Community Relations Committee

Resolution by Director Johnson regarding the development of curriculum strategies to teach students non-violent conflict resolution (Proc., 4-8-92; 4-27-92).

Finance and Facilities Committee

Resolution by Director Sinicki regarding assignment consideration for children of permanent mobility impaired parents (Proc., 4-9-92; 4-27-92).

At its meeting on April 23, 1992, the Board held over an item regarding the approval of Project PIVOT, which had been forwarded to the Board out of Committee without recommendation.

Director O'Connell moved that the Board go forward on the planning and the implementation of Project PIVOT.

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

Ayes—Directors Johnson, Lucey, O'Connell, O'Neil—4.

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

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Communication from the Community Relations-Social Development Commission regarding a billing statement for the first quarter, 1992 share of local funding, as well as a refund for a mistaken payment of the fourth quarter, 1991.

Referred to the Committee on Finance and Facilities.

Communication from Michael Goodwin, Rufus King Alumni Committee Chairman, relative to a basketball game fundraiser to be held in June or July, 1992

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Lucey:

WHEREAS, The Wisconsin Legislature has, by virtue of 1991 Wisconsin Act 39, eliminated all statutory references to the office of Secretary-Business Manager for the Milwaukee Public

Schools and thereby expressed its intent that the administration of this school district should be consolidated under one chief executive; and

WHEREAS, The performance of the Milwaukee Public Schools over the last decade has demonstrated the need for simplifying and clarifying lines of responsibility and accountability throughout the school district; and

WHEREAS, The existing organization of the MPS central office administration, as depicted in the chart attached hereto as Exhibit A, is exceedingly complex and hinders the Board of School Directors in its essential task of evaluating the effective performance of its top administrators; and

WHEREAS, In pursuing its vision of "a System of Schools," in which individual building principals will be given more authority and responsibility for the effectiveness of their schools, the Board of School Directors should first clarify the lines of authority and responsibility at the highest levels of the administration; now, therefore, be it

RESOLVED That the Board of School Directors adopt the plan of organization set forth in the attached Exhibit B, eliminating the position of Secretary-Business Manager, reallocating various functions within the central administration, and making all deputy superintendents, assistant superintendents and department heads subject to the superintendent's appointment power under section 119.32 of the Wisconsin Statutes.

Director Johnson moved for suspension of the rules for immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Director Bills moved concurrence in the resolution.

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

Ayes—Director Lucey and President Mitchell—2.

Noes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Sinicki, and Small—7.

By Directors Bills, Johnson, Mallory, O'Connell, Sinicki, and Small:

WHEREAS, The revised statutes of 1872 created the independent position of Board Secretary, and

WHEREAS, The laws of 1907 created the position of secretary-business manager, and

WHEREAS, Since then, the positions of superintendent and secretary-business manager have been independent of each other and reported independently to the Board; and

WHEREAS, The administration of the educational operations of the schools has been the purview of the superintendent, and the administration of the business operations, that of the secretary-business manager; and

WHEREAS, The Secretary-Business Manager's office has served its function well providing a system of checks and balances and stability in fiscal and business matters; and

WHEREAS, The Wisconsin Legislature removed the position of Secretary-Business Manager from the Statutes in July of 1991; and

WHEREAS, Pursuant to its statutory rule-making authority, the Board, through rules adopted pursuant to that authority, continues to maintain the position of Secretary-Business Manager and specify departmental responsibilities for that position; and

WHEREAS, These Board rules have not been changed and the Secretary-Business Manager continues to report to the Board of School Directors; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors, consistent with the City Attorney's February 24, 1992 opinion, retain the current Secretary-Business Manager's powers, duties and reporting relationship to the Board and further that the Superintendent and Secretary-Business Manager review Board rules in order to determine what rule changes may be necessary to effect the purposes of this resolution and then bring those proposed rule changes back to the Board for consideration.

Director Johnson moved for suspension of the rules for immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Director Johnson moved that the Board direct the Superintendent and the Secretary-Business Manager to review Board rules in order to determine what rule changes may be necessary to effect the purposes of this resolution and then to bring those proposed rule changes back to the Board for consideration.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Sinicki, and Small—7.

Noes—Director Lucey and President Mitchell—2.

By Director Bills:

WHEREAS, Milwaukee has a long and proud tradition of providing city and county services for the common good of its citizens; and

WHEREAS, We are reminded daily of the poverty, violence and dysfunctional families which are causing children to grow up without stability and with lots of anger; and

WHEREAS, There are less dollars and limited services to meet greater educational, physical and mental health, social service, employment and recreation needs; and

WHEREAS, Facility planning for the Milwaukee Public Schools considers schools as social service centers to insure that students and their families can get a wide-range of services, including education; and

WHEREAS, The Milwaukee Public School system is the recipient of an Edna McConnell Clark grant for Kosciuszko and Parkman Middle Schools; and

WHEREAS, Dr. Howard Fuller, as Director of Health and Human Services for the County of Milwaukee, worked with the Milwaukee Public Schools to pilot a collaborative effort with schools in the 04 and 06 zip codes called the Youth Initiative; and

WHEREAS, The Kid's First Coalition has brought together non-profit social service agencies and governmental agencies to address the needs of children and their families; and

WHEREAS, Bishop Peter Rogness, Bishop Roger White and Archbishop Rembert Weakland convened community leaders for a "Milwaukee Initiative" in January, 1992 to ascertain interest in establishing a mechanism of shared responsibility by the various sectors, who would work together for the common good; and

WHEREAS, Some neighborhoods are becoming overwhelmed by what Professor William Julius Wilson calls the "concentration effect" which occurs when families who are able to leaving or in other ways disengage, leave the most impoverished to implode; and

WHEREAS, A recent report by the Carnegie Council on Adolescent Development contends that half of all adolescents are at serious or moderate risk of "being harmed by health and even life threatening activity, as well as by school failure," and

WHEREAS, Teachers are constrained by ineffective instructional strategies, and the number of hours in a school day, and the number of days in a school year, and the number of federal, state and local mandates they must implement before they can do what they do best — teach young people; and

WHEREAS, New Jersey has implemented a highly successful state-wide school-based youth services program to eliminate artificial boundaries and link education and human services together; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors convene and participate in building a coalition of non-profit youth and family service providers, community leaders and government representatives to determine what each can and cannot do; analyze the needs; determine options with the existing resources; and take action to wrap resources and services around children and their families in this community, using the schools as sites for a one-stop shop service center concept.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 10:22 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

STANDING COMMITTEES

Personnel and Negotiations Committee

Directors O'Connell, Chair; Lucey, Vice-Chair; Bills, Mitchell

Instruction and Community Relations Committee

Directors Bills, Chair; Johnson, Vice-Chair; Small, Sinicki

Finance and Facilities Committee

Directors Mallory, Chair; O'Neil, Vice-Chair; Lucey, Small.

Budget Committee

Directors Mitchell, Chair; Bills, Johnson, Lucey, Mallory, O'Connell, O'Neil, Sinicki, Small

Legislation and Rules Committee

Directors Mitchell, Chair; Bills, Mallory, O’Connell

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 1992

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

Present—Directors Lucey, Mallory, O'Connell (6:42 PM.), O'Neil, Sinicki, Small and Vice-President, Bills—7.

Absent and excused—Directors Johnson and President Mitchell—2.

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

April 15, 1992

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, Thursday, April 30, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, has been rescheduled to meet at 6:00 PM on Thursday, April 30, 1992, for the purpose of discussing the results of the Wisconsin Department of Public Instruction's educational standards audit of the Milwaukee Public Schools.

SUZANNE M. LUNDIN
Secretary-Business Manager

Revised Time of Meeting

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing the results of the Wisconsin Department of Public Instruction's educational standards audit of the Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, O'Neil, Sinicki, and Small—6.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:15 PM.

Director Mallory left at 7:45 PM.

The Committee of the Whole rose at 7:48 PM.

Vice-President, Bills, who chaired the Committee of the Whole, reported that the Committee had discussed the results of the Wisconsin Department of Public Instruction's educational standards audit of the Milwaukee Public Schools.

Director Lucey moved to accept the Wisconsin Department of Public Instructions report entitled Milwaukee Public Schools 1991-92 STANDARDS REVIEW.

The motion prevailed, the vote being as follows:

Ayes—Directors, Lucey, O'Connell, O'Neil, Sinicki, Small and Vice-President, Bills—6.

Noes—None.

The Board adjourned at 7:48 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 4, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:18 PM.

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

Absent and Excused—Director Mallory—1.

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

May 1, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, May 4, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of the presentation of the Superintendent's 1992-93 Budget. The Board may consider and act upon establishing budget worksession dates and budget public hearing dates.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

The Superintendent presented his proposed 1992-1993 budget to the Board.

The Board adjourned at 7:05 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 4, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:30 PM.

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

Absent — None.

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

May 1, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, May 4, 1992, at 7:00 PM (rather than at 6:00 PM) in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) discussing the New Generation of Schools proposal and 2) discussion the 1992-1993 Department of Alternative Education budget.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing regarding the New Generation of Schools proposal.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:33 PM.

Director Mallory left at 9:00 PM.

The Board rose from the Committee of the Whole at 9:56 PM.

President Mitchell, who had chaired the Committee of the Whole, reported that the Committee had given hearing regarding the New Generation of Schools proposal.

The Board adjourned at 9:58 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 11, 1992

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

Present—Directors Bills, Lucey, Mallory, O'Neil, and President Mitchell—5.

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

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

May 5, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, May 11, 1992, at 6:00 P.M. in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiations matters.

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

This meeting immediately precedes the Personnel and Negotiations Committee meeting scheduled at 7:00 P.M. this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Neil moved that the Board retire to executive session to consider negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Lucey—1.

The Board retired to executive session at 6:17 PM.

The Board adjourned from executive session at 7:13 PM.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 19, 1992

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

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

Absent and excused—Director Mallory—1.

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

May 18, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM. Tuesday, May 19, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering compensation for the Secretary-Business Manager, Suzanne Lundin, to wit: An amendment to her memorandum of understanding to provide a sabbatical leave benefit. The Board may convene in closed session, pursuant to Sec. 19.85 (1)(c) to consider compensation for Secretary Business Manager Suzanne Lundin, to wit: An amendment to her memorandum of understanding to provide a sabbatical leave benefit. At the conclusion of the closed session, the Board may reconvene in open session to act upon matters discussed in closed session.

This meeting immediately precedes a special meeting of the Personnel and Negotiations Committee scheduled for 7:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of considering compensation for the Secretary-Business Manager, Suzanne Lundin, to wit: An amendment to her memorandum of understanding to provide a sabbatical leave benefit.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Sinicki, Small and President Mitchell—6.

Noes—None.

Voting "present"—Directors Johnson and Lucey—2.

The Board retired to executive session at 6:25 PM.

The Board reconvened in open session at 7:38 PM.

Director Sinicki moved to approve the amendment to the memorandum of understanding.

Director Small moved the previous question.

The question being on whether to end debate, the motion failed of adoption, the vote being as follows:

Ayes—Directors Sinicki, Small and President Mitchell—3.

Noes—Directors Bills, Lucey, O'Connell and O'Neil—4.

Voting "present"—Director Johnson—1.

The question being on the approval of the amendment to the memorandum of understanding, the amendment was approved, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Sinicki, Small and President Mitchell—7.

Noes—Director Lucey—1.

The Board adjourned at 7:53 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 21, 1992

Special meeting of the Board of School Directors called to order by Vice-President, Bills at 7:17 PM.

Present—Directors Lucey, O'Connell, O'Neil, Sinicki, Small, and Vice-President, Bills—6.

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

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

May 14, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM. Thursday, May 21, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) discussing and reviewing community input relative to the preliminary draft of the Facilities Master Plan and 2) considering and possibly taking action relative to the adoption of the Facilities Master Plan standards.

SUZANNE M. LUNDIN
Secretary-Business Manager

The Superintendent presented the information he had received as a result of the community input activities.

The Board adjourned at 10:17 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 27, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6.43 PM.

Present—Directors Bills, Johnson (10:40 PM), Lucey, Mallory, O'Connell (6:48 PM), O'Neil, Sinicki, Small (10:40 PM) and President Mitchell—9.

Absent—None.

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

May 22, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 P.M. Wednesday, May 27, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) discussing and reviewing community input relative to the preliminary draft of the Facilities Master Plan and 2) considering the possibly taking action relative to the adoption of the Facilities Master Plan standards.

This meeting immediately precedes the regular monthly meeting of the Board of School Directors scheduled at 8:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board endorse universal K-4 and K-5 kindergarten and aim toward an 85% participation rate, with contracting out of no more than 35%.

Director Bills requested division of the question.

The vote being on the Board endorsing universal K-4 and K-5 kindergarten with an 85% participation rate, the motion prevailed, the vote being as follows:

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

Noes—None.

The vote being on contracting out no more than 35%, the motion prevailed, the vote being as follows:

Ayes—Directors, Lucey, Mallory, O'Connell, O'Neil, Sinicki, and President Mitchell—6.

Noes—Director Bills—1.

The Board recessed at 8:17 PM.

The Board reconvened at 10:40 PM.

Director Sinicki moved that the Board delay discussion of the standards until after the public hearing at Fritsche Middle School on June 3.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Neil, Sinicki, Small and President Mitchell—6.

Noes—Directors Bills, Lucey and O'Connell—3.

The Board adjourned at 11:12 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 27, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:31 PM.

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

Absent — None.

Director O'Connell was presented an award from the City-wide PTA/PTSA.

COMMUNICATIONS FROM CITY-COUNTY DEPARTMENTS

Communication from the Social Development Commission with the second quarter billing, 1992 share of local funding.

Referred to the Committee on Finance and Facilities.

JOINT COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

(Item 1)

May 27, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

In April, 1992, a Request for Proposal to supply hardware and networking software for the Milwaukee Education Center (MEC) was issued. Five vendors responded with proposals. A committee was established to evaluate the proposals. The committee was comprised of teachers, district staff and the Principal of the MEC. The committee met three times. Presentations from qualified vendors were conducted. The committee evaluated each proposal on the basis of software, hardware, warranty and maintenance, training, installation, references, price and the responses to the Request for proposal. The Committee voted 4-3 to accept the proposal from IBM.

Due to the time constraints involved, and the requirement to have the computer system completely operational prior to the start of school, authorization is requested to enter into a contract with IBM for computer hardware for the Milwaukee Education Center. The cost for hardware and software is projected at $587,309.00.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved for suspension of Board Rules and concurrence with the joint recommendation of the Superintendent and Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Voting "present"—Director Mallory—1.

(Item 2)

May 27, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Effective July 1, 1992, employees represented by Locals #150 (Building Service and Food Service), #950 (Engineers and Boiler Attendants), #1053 (Clerical) and #1616 will be contributing 5% for health insurance coverage. Employe contributions are a key component of the MPS cost containment program to reduce the rate at which its health care costs are increasing.

In support of these cost containment efforts, it is recommended that the Board approve, at its meeting on May 27, 1992, extending the 5% contribution for health care on a pre-tax basis effective July 1, 1992, to Board members, employes holding cabinet positions and employes exempt from the Administrators and Supervisors Council.

In order to have these contributions treated on a pre-tax basis which is to the advantage of employes, a Section 125 Plan Document is required. To accomplish this, it is recommended that the Board authorize the Superintendent or his designee to execute on behalf of the Board a master Section 125 plan document for the District.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Mallory moved to suspend Board Rules and concur with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

May 27, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages against the City of Milwaukee, Milwaukee Public School District and Milwaukee Board of School Directors, served by Lynn M. Zuehlsdorf-Mack, attorney, on behalf of James Ferguson, a minor, and his father Robert Ferguson, for injuries allegedly sustained by James Ferguson at the Wisconsin Avenue Elementary School on May 10, 1989.

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

2. Notice of Injury and Claim for Damages against the City of Milwaukee, City of Milwaukee School Board and Vincent High School, served by Ms. Deborah S. Herro, attorney, on behalf of Kendrick McCain, a minor, and his guardian, Belinda McCain, for injuries allegedly sustained by Kendrick McCain at the Vincent High School on January 29, 1992.

   Claim is made in the sum of $168,300.

3. Claim for Injury/Damages against the City of Milwaukee and Milwaukee Public Schools served by Mr. Martin R. Stein, attorney, on behalf of Richard A. Siegel, a minor, and his parents, Katherine and Norman Siegel, for injuries allegedly sustained by Richard Siegel at the Rufus King High School on October 10, 1991.

   Claim is made in the sum of $250,000 for Richard Siegel and in the sum of $18,179.82 for Katherine and Norman Siegel in addition to future medical and hospitalization expenses which they are likely to incur.

4. Notice of Injury and Claim for Damages field against the City of Milwaukee, City of Milwaukee School Board and King High Schools, served by John F. McNally, attorney, on behalf of LaRisa Garrett who allegedly sustained personal injuries at the Rufus King High School on December 7, 1991.

   Claim is made in the sum of $37,250.

CNA Insurance Company which carries the Board's general comprehensive liability insurance coverage, has requested that the Board disallow this claim.

I, therefore, recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Sections 119.68 (2) and 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,

SUZANNE M. LUNDIN
Secretary- Business Manager

(above-mentioned documents attached)

On the motion of Director Lucey, the claims were disallowed, the vote being the same as that preceding:

Ayes—9; Noes—0.

(Item 2)

May 27, 1992

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 $50,000,000 to cover regular Operations Fund expenses pending receipt of State educational aids.

It is recommended that the attached Resolution be adopted.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

(attachment)

Director Mallory moved to concur with the recommendation of the Secretary-Business Manager and adopt the resolution.

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

Ayes—9; Noes—0.

(Item 3)

May 27, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Milwaukee Pubic Schools has been granted the Certificate of Excellence in Financial Reporting for the year ended June 30, 1991. The certificate, in the form of an engraved plaque, is being forwarded to the Office of the Secretary-Business Manager.

The Certificate of Excellence is awarded on the basis of an evaluation by Review Panel of the Association of School Business Officials Certificate of Excellence Program.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

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 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. 27934 to 31741, inc.

Payrolls (net withholdings).....	$17,291,748.33
Accounts	38,191,178.99
	$55,482,927.32

CONSTRUCTION FUND

Accounts, Voucher nos. 1434 to 1488, inc. $ 255,422.98

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 946 to 1048, inc.

Payrolls (net withholdings)	$ 151,010.57	
Accounts	228,117.83	
		$ 379,128.40
TOTAL		$ 56,117.478.70

JOYCE MALLORY
Chair

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell presented the following reports for the Committee on Personnel and Negotiations:

REPORT NO. 1

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 the Secretary-Business Manager presented a joint report to your 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, effective as of the dates indicated.

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Lillie Eichelberger Grand Avenue	Clerk Typist I $18,240.44/yr. (Replacement for transfer)	04-27-92
Christopher Haertl Fac. & Main. Services	Painter $16.25/hr.($32,500.00/yr.)	04-27-92

(Replacement for leave of absence)

APPOINTMENTS, cont'd

Jutta Holt Siefert	School Secretary I $18,240.44/yr. (Replacement for transfer)	03-23-92
Phyllis Heinen Mitchell	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	04-13-92
Sharon Koier Parkman	Clerk Typist I $12,551.33/yr. (Replacement for termination)	04-06-92
Richard Smith Fac. & Main. Services	Machinery Maintenance Repairman $18.41/hr. ($36,820.00/yr.) (Replacement for leave of absence)	04-27-92
Stacey Thielke Comm. Rec. & Ed. Serv.	Activity Specialist $9.44/hr.($18,124.80/yr.) (New position)	03-30-92

PROMOTIONS

Cheryl Gusho Holmes	Food Service Manager II $12,666.91/yr.	03-10-92
Timothy Yanasak Warehouse	Material Handler II $27,427.92/yr.	04-27-92

CHANGES IN STATUS

Nancy Balkowski * Clement	School Secretary I $18,240.44/yr.	04-27-92
Barbara Denter ¢ C & I	School Secretary I $8.32/hr.($8,652.80/yr.)	03-23-92
Eleanor James # EESSC	Handicapped Children's Asst. $10,168.20/yr.	02-10-92
Jane Marullo # Gaenslen	Handicapped Children's Asst. $10,168.20/yr.	03-31-92
Roosevelt Moates # Brown	Handicapped Children's Asst. $10,524.95/yr.	03-31-92

CHANGES IN STATUS, cont'd.

Susan Papa #Clerk Typist I Kilbourn	03-31-92 $12,551.33/yr.	
Tamara Prude # 37th	Clerk Typist I $12,551.33/yr.	04-01-92

* From a 10 month-hourly to a 10 month position
¢ From a 10 month to a 12 month-hourly position
From substitute to regular appointment

* * * * *

(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:

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between March 12, 1992, and March 24, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Eardis Carr Upper Elementary	B	23,113	0	03-23-92
(nr)	Shelli A. Kanter Cognitive Disability	B	23,113	0	03-13-92
r)(b)	James S. O'Keefe Upper Elementary/Math	C	35,259	11	03-13-92
(r)	Elizabeth A. Roloff Upper Elementary/Spanish	B	25,424	2	03-17-92
(r)	Laura A. Schwacke Art	B	24,268	1	03-24-92
(r)(a)	Jeffrey A. Taylor E.D.	B	27,735	4.5	03-13-92
	Effective between March 25, 1992, and April 6 , 1992, payroll:				
(r)	James G. Johnson E.D.	B	30,044	0	04-06-92

Effective between April 20 , 1992, and May 2 , 1992, payroll:

(r)	Willie D. Killins Jr. E.D.	B	23,113	0	04-27-92

Effective September, 1992, payroll:

(r)	Kim E. Block L.D.	B	23,113	0	September, 1992
(nr)	Jim S. Casas Spanish	B	23,113	0	September, 1992
(nr)	Kelly M. Geschke L.D.	B	23,113	0	September, 1992
(nr)	Marlene R. Hill Elementary	B	31,200	7	September, 1992
(r)	Diane Rosado BL English/Reading ESL	B	31,200	7	September, 1992
(nr)	Sandra L. Radloff L.D.	B	23,113	0	September, 1992
(r)	Shunflicia Y. Smith Elementary	B	23,113	0	September, 1992
(nr)	Henry A. Venzant Tech Ed	B	28,891	5	September, 1992

(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 promoted to the classifications indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Donald Krueger	Principal Bell Middle School	Schedule III, Range 14D $61,219
(r)	James Townes	Principal Scott Middle School	Schedule III, Range 14D $63,992
(r)	Nancy McLure	Principal Garland Elementary School	Schedule III, Range 13D $57,794

r—Resident

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence be, and they hereby are granted, as follows:

LEAVES OF ABSENCE

Illness leave, to June 15, 1992:

Patricia Anderson	Philipp	January 27, 1992
Kathleen Duffy	Lincoln Middle	December 2, 1991
Ann Post	Thoreau	April 13, 1992
Nettie Raasch	LaFollette	March 23, 1992
Pamela Suggs	Kosciuszko	April 13, 1992

Sabbatical Leave, to January, 1993:

Sara Brust	Mitchell	August, 1992

Sabbatical Leave, to June, 1993:

George Bradford	Edison	August, 1992
Kathleen Brau	Maple Tree	August, 1992
Peter Gebhardt	Franklin	August, 1992
Mark Gullickson	Scott	August, 1992
Jerome Holzbauer	Washington	August, 1992
Christine Meyer	Hawley	August, 1992
Ann Post	On Leave	August, 1992
Nancy Tierney	Barton	August, 1992

Study Leave, to January, 1993:

Naseer Nasir	Milwaukee Tech	August, 1992

Extension of Leave for Illness, to June 15, 1992:

Ella Cannon	On leave	August 30, 1991

Extension of Leave for Maternity, to June, 1993:

Susan Croft	On leave	August, 1992
Ellen Graan	On leave	August, 1992
Cynthia Kane	On leave	August, 1992

Extension of Leave for Personal, to June, 1993:

Terry Hanson	On leave	August, 1992
Richard Kaiser	On leave	August, 1992
B. Marco O'Brien	On leave	August, 1992

* * * * *

(ITEM 5) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Stanley R. Amyx	Pulaski	06-15-92
Myron S. Anczak	Lincoln Avenue	06-16-92
Rita G. Bauer	Neeskara	06-15-92
Charles W. Beach	Steuben	06-15-92
Patricia Beidatsch	Forest Home Ave.	06-15-92
Irene J. Benz	Wausau	06-15-92
Margaret Berg	Hartford	06-15-92
Charlotte Bouchard	Engleburg	06-15-92
Nola Briskey	Alternative & Voc. Ed.	04-16-92
Amy M. Budzynski	On Leave	04-01-92
Robert J. Cichosz	Riverside	06-15-92
Marcia A. Clark	On Leave	01-20-92
David L. Conner	Marshall	06-15-92
Marjorie M. Dallen	Hopkins	06-15-92
Barbara J. Drollinger	Allen Field	06-15-92
William H. Eary	78 Street	06-15-92
Dorothy A. Fabke	Curtin	06-15-92
June M. Fisher	Wausau	06-15-92
Margie E. Floyd	Carleton	06-15-92
Mary J. Forecki	Lincoln Avenue	06-15-92
Marion T. Freitag	Hawley	06-17-92
Harold Galitzer	Hopkins	06-16-92
Eunice W. Gauger	Elm	06-15-92
Shirley R. Geiger	Madison	06-15-92
Jimmie O. Gibson	Riverside	06-15-92
Otto E. Glieber	Irving	06-15-92
Thomas R. Gorzek	Fritsche	06-15-92
Elizabeth J. Hernet	Manitoba	06-15-92
Joyce M. Hofmann	Manitoba	06-15-92
Louise H. Huberty	78 Street	06-15-92
Doris M. Irish	On Leave	07-31-89
Ida E. Jones	Maryland	06-15-92
Patricia E. Julien	Custer	06-15-92
Ardis E. Kaczmarek	Palmer	06-15-92
Joan M. Kiefer	Lincoln Avenue	06-15-92
Alice Kramschuster	Thoreau	06-15-92
Joan M. Kuehl	Stuart	07-01-92
Cecilia Kulas	Forest Home Ave.	06-15-92

Eileen J. Laird	Wausau	06-19-92
Sarah J. Lawhorn	Vieau	06-15-92
Marilyn W. Lederman	McNair	06-15-92
Elaine B. Ledrowski	Doerfler	06-15-92
Rudolph Magnarini	Milw Tech	06-15-92
Nancy L. Meyer	On Leave	03-18-92
Mae M. Mitchell	South Division	06-15-92
Alfred J. Niesen	Bell	06-15-92
Allan Nuhlicek	Manitoba	06-16-92
Barbara R. Peltin	Granville	06-15-92
Ellen J. Peterson	Townsend	06-15-92
Virginia A. Peterson	Doerfler	06-15-92
Richard F. Radke	Auer Ave.	06-15-92
Robert J. Rasmussen	Bay View	06-15-92
Arlene L. Richardson	Fairview	06-15-92
John E. Rosenberger	Mitchell	06-15-92
James H. Rush	Vieau	06-15-92
Margery K. Scheel	Parkman	06-15-92
Donna M. Smith	Wausau	06-19-92
Gloria L. Stone	Allen Field	06-15-92
Alice E. Streicher	Wausau EE & SS Center	10-01-92
Amy Stueckroth	Mitchell	05-01-92
Robert E. Taus	Audubon	06-15-92
Allen E. Toussaint	Marshall	06-15-92
Betty Jean F. Traupmann	Maple Tree	06-15-92
Carol A. Wegner	Riverside	06-30-92
Albert S. Weiss	Maryland	06-16-92
William O. White	Milw Tech	06-15-92
Jane M. Wishowski	Day-to-Day	03-30-92

* * * * *

(ITEM 6) 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 and thus, the deletion of the teachers names from the list of appointed teachers for the following teachers:

Joyce Boneck—Ms. Boneck has been absent without leave since January 27, 1992. No requests for any leaves of absence are on file. On March 31, 1992, 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. Ms. Boneck responded by telephone stating she would be returning to work on April 27, 1992. On April 27, 1992, Ms. Boneck did not return to her assignment. No correspondence has been received by Ms. Boneck since that date.

Maxine Gilmore—Ms. Gilmore was on workman's compensation until September 1, 1989 when she was asked to return to work. She did not report to Milwaukee Public Schools for work. On March 17,

1992, 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.

Rueben Hurd—Mr. Hurd has been absent without leave from Milwaukee Public Schools since June 29, 1990. No requests for any leaves of absence are on file. On March 17, 1992, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. To date there has been no response.

Paul Lepkowski—Mr. Lepkowski was granted personal leaves of absence from August, 1985 to June, 1988. There are no further requests for any leaves of absence on file. On March 17, 1992, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. To date there has been no response.

Terry Malone—Mr. Malone was granted an illness leave from August 1991 to January 1992. An extension of illness request was sent in without a medical statement from a physician, only a note from Mr. Malone stating a statement was being sent by his physician. There was no mention of the physician's name or address. Several attempts were made to contact Mr. Malone to obtain a physician's statement. Mr. Malone's roommate stated that Mr. Malone was no longer living at that address and did not have any forwarding information. On March 15, 1992, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. The letter was returned unclaimed.

Karen McNeer—Ms. McNeer has been absent without leave since May 9, 1989. No requests for any leaves of absence are on file. On March 17, 1992, 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.

Linda Reed—Ms. Reed has been absent without leave since October 11, 1990. No requests for any leaves of absence are on file. On March 17, 1992, 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, the letter was returned unclaimed. A letter was received by Ms. Reed on April 15, 1992, wherein she stated the difficulty she was having in getting the medical leave papers completed. She was granted an extension to the close of business on April 27, 1992. To date there has been no response.

Alejandro Rodriguez—Mr. Rodriguez has been absent without leave since October 20, 1988. On March 17, 1992, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. To date there has been no response.

Lauri Wynn—Ms. Wynn was granted personal leaves of absence from January 24, 1983, to June 1986. She was also granted illness leaves from August 1986 to June 1990. No further requests for any leaves of absence are on file. On March 17, 1992, 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. The letter was returned unclaimed.

* * * * *

(ITEM 7) 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 11, 1992:

A. Affirmative Action Report
B. Report Regarding School Selection
C. Report on Chapter 220 Testing of Children
D. Report on Teacher and Administrator Staffing Needs for the 1992-1993 School Year

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part IV, Section N (1) (e) (1), of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers) in the matter of an appeal of disciplinary action of a three day suspension without pay of Randy Shober, a teacher.

Your Committee reports having determined that there existed cause to discipline Randy Shober based upon use of inappropriate physical force and for being out his assigned homeroom location.

Your Committee recommends that the disciplinary action of the Superintendent in the form of a three day suspension without pay be amended to a two-day suspension, with a letter in the central file.

* * * * *

REPORT NO. 3

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part VIII, Section D, of the contract between the Board of School Directors and the Administrators and Supervisors Council (ASC) in the matter of an appeal of Grievance 92/015 (Reassignment).

Your Committee reports having heard the evidence in the matter, and has determined that 1) the contract does in fact allow the superintendent the right to reassign with or without cause and 2) no violation between the Administrators and Supervisors Council (ASC) and the Board of School Directors contract (specifically Part V, D; Part IV, D, 3; and Part V, G or any other part of the contract) was proven.

* * * * *

Separate consideration having been requested for Items 2 and 6 of Report #1, 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 Lucey 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 6 of the report relating to teacher absences of more than forty-five days, having been set aside for separate consideration, Director Small moved to delete the names of Lauri Wynn, Maxine Gilmore and Joyce Boneck and adopt the report.

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

Ayes—9; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of 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:

Milwaukee Public Schools is recognized as a leader in peace education. In 1986, a K-12 Peace Studies Curriculum was released to the staff. It received national publicity, and even today ten to twelve requests per year are received from the United States and Canada for copies.

At the elementary and middle school levels, the curriculum stresses peaceful living and highlights peer mediation as a means of resolving conflicts. At the high school level the curriculum examines various wars throughout history from the varying points of view and stresses United States-Soviet relations.

Peer mediation has become an integral part of most middle school programs and has been incorporated on a school-wide basis. A number of elementary schools have also moved in this direction. This year discussions have been held between the staff of the Department of Curriculum and Instruction and the Office of Human Relations regarding the need to revise, update, and re-emphasize this curriculum.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

A concept has been suggested to reorganize an existing school to have three K-12 offerings with specific learning lenses appropriate for the ethnic groups within the schools. The concept would have three K-12 schools within one building, each with a cultural focus.

The Chair of the Committee has requested that this concept be placed on the agenda for discussion.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

The Parent Empowerment Committee has prepared an initial plan which was developed for and in the interest of parents and children in the Milwaukee Public Schools.

The plan includes a draft of policy recommendations and suggested activities to effect meaningful and effective parental participation and empowerment in our schools. The plan equates parental empowerment with:

- enabling parents to be effective in helping their children do well in school;
- enabling parents to be effective in dealing with the schools and advocating for their children; and
- enabling parents to be effective in influencing policy.

Your Committee reports having given hearing to members of the Parent Empowerment Committee and other interested parties.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

Thurston Woods Campus, Phillip and Silver Spring Schools have requested that they be allowed to establish a voluntary uniform dress code. A copy of each school's proposal was received by the Committee and accordingly made part of the minutes of your Committee's meeting of May 13, 1992. It is clear from the proposals that the idea is supported by a majority of parents and staff in each school.

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 Thurston Woods Campus, Phillip and Silver Spring Schools proposals for a voluntary Uniform Dress Code.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

Current Assessment Procedures and Mandates

English/ Language Arts Currently district-wide assessment in English language arts is conducted using norm referenced and performance-based measures. In grades 5 and 7, students take the language arts subtest of the Iowa Test of Basic Skills (ITBS); in grade 10, the subtest "Written Expression" of the Tests of Achievement and Proficiency (TAP). In addition, the district requires passing scores on two competency measures for graduation. Students are examined through the Basic Skills Assessment Program (BSAP), a multiple choice criterion-referenced instrument, and a writing performance assessment made up of two parts (a business letter and an essay).

Mathematics District-wide assessment in mathematics is conducted using norm referenced measures only. In grades 2, 5, and 7 all students are administered the math computation, math concepts, and math problems subtests of the ITBS; in grade 10 all students are administered the mathematics subtest of the TAP. Mathematics graduation competency is assessed using the 70-item criterion-referenced BSAP which measures arithmetic skills and routine applications necessary to function in society. This measure was adopted in 1981 and has remained unchanged except for the development of a fourth form approximately five years ago. Currently there is no performance-based measure of student mathematical abilities used district-wide.

State Legislation Many current district measures were chosen to meet state standard S, requiring that the district test pupils in English/language arts, reading, and math twice in grades 1-5, once in

grades 6-8, and once in grades 9-11. This standard was recently repealed. The state currently requires only the third grade reading test. In 1993-94 all Wisconsin districts will be required to administer achievement tests selected by the state in grades 8 and 10. In subsequent years, the state may mandate selected 4th grade tests and selected performance based measures.

Concerns about Current Approaches to Assessment

In recent years, growing concerns have been raised at the local and national level about the validity of standardized tests in current use and their impact on the curriculum. These issues were addressed in a report to the Board of School Directors by the MPS Assessment Task Force in June 1989. The Task Force stressed the importance of identifying assessment tools which measure high goals for students including problem solving and critical thinking; serve as an authentic measure of student performance; reflect developmental appropriateness; and are free of gender, cultural, and racial bias. Assessment tools that do not meet these standards can have the impact of narrowing the curriculum, encouraging rote skill and drill instruction of lower level concepts, and contributing to the inequitable labeling and tracking of students.

In ***Moving Forward with K-12***, the report approved by the Board of School Directors in September 1991, the Assessment Task Force recommended that a comprehensive review be conducted of all district wide assessments to ensure that the system of assessments measured and reinforced the K-12 teaching and learning goals.

Performance Assessment Initiatives

In October, 1991, grade four students were given a "prompt" to evaluate their writing performance. These samples were scored by 41 grade four teachers trained in the methods of holistic scoring. The rubric used in the scoring sessions was developed around six primary traits: (1) main idea and content, (2) organization, (3) voice, (4) sentence sense and fluency, (5) word choice and usage, and (6) conventions of spelling, punctuation and capitalization.

Milwaukee, as a part of the Urban Mathematics Collaboratives (UMC), is currently engaged in a project to develop performance-based classroom assessment at the middle school level. The work of this project is helping to inform the teachers about student thinking and problem solving and connects Milwaukee to 14 other large urban districts nationwide in the development of alternative assessments.

Committee Work, 1992

In January, 1992, two committees were appointed by the administration to review the district's assessment program in English language arts and mathematics, respectively. The committees, comprised of elementary and secondary English language arts and mathematics teachers, principals, learning coordinators, department chairpersons, central administration personnel, and community representatives were formed to review assessment measures presently used in the district as well as to consider alternative performance-based assessments. The work of the committees was reviewed by the administration and the Assessment Task Force.

Committee Recommendations for English Language Arts

The English language arts committee's recommendations are based on the recognition that writing skills are best measured through writing performance; standardized tests constitute a relatively inferior index of writing ability. The English language arts committee recommendations include:

- Conduct system-wide writer's performance assessments (writing samples) in grade 4 (begun in Fall, 1991), grade 5 (Spring, l993), grade 7 (Spring, l993), and in grade 9 (Spring, l993).

- Eliminate standardized measures of writing/ language in all grades except the grade 10 TAP test, which would be replaced by the state mandated test in 1993-94. Included among the tests recommended for elimination is the BSAP portion of the writing competency test, as it is of questionable value in measuring writing skills and is unnecessary since the competency measure includes a writing sample.

- Eliminate the grade 2 reading test as it is developmentally inappropriate to utilize standardized tests before grade 3. Conduct a comprehensive review of all other reading assessments in the 1992-93 school year.

The committee for assessment in English recommended that the district initiate a writer's portfolio assessment process to be piloted in the 1992-1993 school year. This collection of the student's writings from elementary through high school will contain multiple samples of writing gathered on a number of occasions over the years and will include samples of writing done in content areas other than English.

The performance-based assessments (the scored writing samples and the writer's portfolio) will be used at the elementary and middle school levels to describe, that is, to inform teachers about the instructional needs of their students, to foster self-assessment on the part of learners about their increasing proficiency, and to provide parents/guardians with tangible evidence of their children's progress. At the high school level, the performance-based assessments required for graduation also will prescribe standards for acceptable proficiency in writing, namely adept, advanced, and exemplary. Students will be encouraged to increase their proficiency level — set higher standards for themselves — by retaking the writing sample assessment and by reworking their portfolios. Students achieving at the exemplary level during their senior year in school will receive an endorsement of mastery on their diplomas.

Committee Recommendations for Mathematics

The mathematics committee's recommendations are based upon a perceived need for reform in assessment to accompany reform in curriculum and instruction. While some continued use of standardized tests may be appropriate to assure the public about "basic skills," such testing must not be allowed to steer instruction toward an undue emphasis on low level skills. The committee recommended that the current testing program be studied in depth during the 1992-93 school year with a view toward adopting a program more in keeping with curriculum reform but sufficient to meet mandates from external sources such as the Department of Public Instruction and federal programs such as Chapter I.

The recommendations for mathematics include:

- Conduct further research to identify standardized measures that emphasize problem solving abilities and not simply lower order skills.
- Develop a citywide mathematics performance assessment to be piloted at grade 8 in the spring of 1993.
- Develop school based model projects for mathematics assessment in grades 5 and 10 during the 1992-93 school year.
- Eliminate the grade 2 ITBS. Study the possibility of a grade 3 developmentally appropriate standardized test.

Curriculum Modifications

The Department of Curriculum and Instruction presently requires that high school students not meeting the graduation competency standards in English in grades 9, 10, and 11 take the remedial courses *Fundamentals of English*, *English Competency Three*, and *English Competency Four* respectively. Under the revised plan, students would be enrolled in the regular English course offerings. An accelerated course could be offered at each high school site for seniors still not at an adept level of performance or in earlier high school grades as a supplemental course in addition to the student's regular English course.

Students have always been able to enroll in algebra and other mathematics courses regardless of their scores on the BSAP, but they must enroll in some mathematics course if they have not met the graduation competency standard. Guidance has been based upon a variety of indicators which include test scores, mathematics grades, and teacher recommendations. However, the content of all mathematics courses has been constantly upgraded over the years to encompass higher order thinking and problem solving skills, data analysis, algebra and geometry. *Equity 2000*, a national

project of the College Board, involves Milwaukee as one of six urban districts committed to having ALL students study and succeed in algebra and geometry.

The Superintendent recommended:

1. That the Board approve replacing the ITBS standardized tests at grade 2 (reading subtest), grade 5 and grade 7 (language arts subtest), as well as the high school BSAP competency
assessment measure in English, with a series of performance-based writing assessments at both the elementary and secondary levels.

2. That the Board approve the development of performance assessments and portfolio assessments in mathematics to augment or replace some current standardized measures.

3. That the Board approve the study of all standardized mathematics testing during the 1992-93 school year with recommendations for revision to be brought to the Board in February, 1993.

4. That the Board approve the elimination of the grade 2 ITBS in mathematics and that further study be conducted of a possible grade 3 mathematics assessment.

5. That a committee appointed by the administration review district wide reading assessments in cooperation with the Assessment Task Force.

Your Committee forwards this item to the Board, out of committee, without a recommendation.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on April 27, 1992 (Proc., pp. 5-6), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, Milwaukee has a long and proud tradition of providing city and county services for the common good of its citizens; and

WHEREAS, We are reminded daily of the poverty, violence and dysfunctional families which are causing children to grow up without stability and with lots of anger; and

WHEREAS, There are less dollars and limited services to meet greater educational, physical and mental health, social service, employment and recreation needs; and

WHEREAS, Facility planning for the Milwaukee Public Schools considers schools as social service centers to insure that students and their families can get a wide-range of services, including education; and

WHEREAS, The Milwaukee Public School system is the recipient of an Edna McConnell Clark grant for Kosciuszko and Parkman Middle Schools; and

WHEREAS, Dr. Howard Fuller, as Director of Health and Human Services for the County of Milwaukee, worked with the Milwaukee Public Schools to pilot a collaborative effort with schools in the 04 and 06 zip codes called the Youth Initiative; and

WHEREAS, The Kid's First Coalition has brought together non-profit social service agencies and governmental agencies to address the needs of children and their families; and

WHEREAS, Bishop Peter Rogness, Bishop Roger White and Archbishop Rembert Weakland convened community leaders for a "Milwaukee Initiative" in January, 1992 to ascertain interest in establishing a mechanism of shared responsibility by the various sectors, who would work together for the common good; and

WHEREAS, Some neighborhoods are becoming overwhelmed by what Professor William Julius Wilson calls the "concentration effect" which occurs when families who are able to leaving or in other ways disengage, leave the most impoverished to implode; and

WHEREAS, A recent report by the Carnegie Council on Adolescent Development contends that half of all adolescents are at serious or moderate risk of "being harmed by health and even life threatening activity, as well as by school failure," and

WHEREAS, Teachers are constrained by ineffective instructional strategies, and the number of hours in a school day, and the number of days in a school year, and the number of federal, state and local mandates they must implement before they can do what they do best — teach young people; and

WHEREAS, New Jersey has implemented a highly successful state-wide school-based youth services program to eliminate artificial boundaries and link education and human services together; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors convene and participate in building a coalition of non-profit youth and family service providers, community leaders and government representatives to determine what each can and cannot do; analyze the needs; determine options with the existing resources; and take action to wrap resources and services around children and their families in this community, using the schools as sites for a one-stop shop service center concept.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Board support and work with the "Kids First" coalition to plan, implement and monitor the results of comprehensive child and family services developed at the school sites.

* * * * *

(ITEM 7) 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 13, 1992:

A. Pupil Accounting Reports-March, 1992

   a. Alternative Education Programs
   b. Pupil Suspensions—Regular
   c. Pupil Suspensions—In-house
   d. Pupil Attendance
   e. Administrative Transfers

B. Report on Marshall High School's February Attendance
C. Report on the Increase of Student Suspensions
D. Plans to Refocus High School Guidance Counselor Time on Professional Counseling Activities
E. Report on the Preparation of Exceptional Education Students for Employment
F. Report on Psychological Services
G. Progress Report on the Milwaukee Education Center
H. Report on the New College Board Initiative

Separate consideration having been requested of Items 1 and 5, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report relating to the hearing relative to the MPS Peace Studies Curriculum, having been set aside for separate consideration, The Board accepted the report by unanimous consent.

Item 5 of the report relating to assessment procedure and mandates with respect to the ITBS standardized tests, the BSAP Competency assessment measures and mathematics testing, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Johnson moved to hold Items 1, 3, and 4 at Board level while the Administration continues planning for fall and return to the Board at the August meeting with a report.

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

Ayes—Directors Johnson, Sinicki and Small—3.

Noes—Directors Bills, Lucey, Mallory, O'Connell, O'Neil, President Mitchell—6.

Director Mallory moved for adoption of the report with the Administration return to the Board at the end of the first semester with a report on both the development of the test and a report on how the pilots are working.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Small, President Mitchell—6.

Noes—Director Lucey—1.

Voting “present”—Directors Johnson and Sinicki—2.

COMMITTEE ON FINANCE AND FACILITIES

Director Bills 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 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:

BITUMINOUS PARKING LOTS

Division 1—Garden Homes School

Payne & Dolan, Inc.; low bidder . . . . . $ 36,718.00

Division 2—Green Bay Avenue School

American Asphalt Paving, Inc.; second low bidder . . . . . $ 38,680.00

Division 3—Lee School

Payne & Dolan, Inc.; low bidder . . . . . $ 38,100.00

Division 4—Henry L. Palmer School

Payne & Dolan, Inc.; low bidder . . . . . .$ 35,400.00

Division 5—Siefert School

Payne & Dolan, Inc.; low bidder . . . . . $ 28,000.00

GENERAL CONSTRUCTION

Frances Brock Starms Early Childhood Center—Phase Two

Marino Construction Co., Inc.; low bidder $202,400.00

WINDOWS

Frances Brock Starms Early Childhood Center—Phase Two

J.F. Cook Co., Inc.; second low bidder . . . . . $ 72,830.00

RESILIENT FLOORING AND CARPETING

Island 1—Pierce School

The Burgmeier Co., Inc.; low bidder . . . . . $ 39,661.00

* * * * * *

(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is authorized to make the following purchases, based upon proposals received pursuant to advertisement and specifications on file:

Array of Software, Inc.; MS-Dos Microcomputers; second-lowest bidder . . . .$ 1,484.00 each

Lakeside Oil Company; 87,500 gallons unleaded gas; second-lowest bidder. . . . $75,950.00\ each

* * * * *

(ITEM 3) The Superintendent and the Secretary-Business Manager advised your Committee that:

In 1988, the Milwaukee Public Schools entered into an agreement with the law firm of Charne and Glassner to handle immigration matters for the district. Attorney Michael Runde was the attorney assigned to these matters for the Milwaukee Public Schools. Recently, the Charne firm dissolved and Mr. Runde was employed by the Law firm of Davis and Kuelthau.

Although it is the intent of the administration to solicit proposals from various firms for representation on these legal matters, there are immigration matters currently pending which need immediate attention; therefore, it is requested that the Board contract with the firm of Davis and Kuelthau for the services of Mr. Runde due to his expertise in handling immigration cases. The City Attorney's office concurs with this recommendation.

Your Committee recommends that the Board authorize the Executive Director of Human Resource Services to contract with the firm of Davis and Kuelthau for immigration matters pending the completion of an R.F.P. process.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

On December 4, 1991 the Milwaukee Board of School Directors approved a contract for $40,000 with the Social Development Commission (SDC) as part of a DPI discretionary grant awarded to the Department of Exceptional Education and Supportive Services to provide exceptional education services to Head Start students with EEN in community based Head Start Centers.

Additional funding from other sources has allowed for expansion of the MPS-SDC collaborative model from four (4) Head Start sites to an additional six (6) sites. This expansion creates a need for additional educational and office supplies and materials. These monies are available in the grant.

Your Committee recommends that the contract with SDC be increased by an additional $10,000.

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Wisconsin Bell	$328	100 boxes of lice treatment for fall
Browning	School Fund	660	Peavey Amp./Mixer, speakers, microphones
Cass	PTA	140	Vacuum cleaner to clean carpets
	PTA	150	VCR
Congress	PTA	1,416	Laminator, film and manual punch
Engleburg	PTO	2,099	Computer for office use
Fernwood	PTA	300	Video Connection Club
	PTA	100	Refrigerator and for medical emergencies
	PTA	500	Games for indoor recess
	PTA	1,015	$5 gift certificates for perfect attendance
Fritsche	School Fund	10,000	Computer lab
Grantosa Drive	Mama Irene's Specialty Candies	55	Classroom field trip
	Milwaukee Jaycees	250	Field trip
	Sumnicht Foundation	500	Multicultural literature

Hartford Av.	School Fund	695	Computer software
Holmes	Gordon Flesch Co.	350	Reconditioned copier
Kilmer	School Fund	129	Painting by Anthony Frost
King	Milw. Board of Realtors	2,020	School use
Lady Pitts	Private Industry Council	500	School use
	Kiwanis Club-Germantown	160	Award luncheon
LaFollette	UWM	2,000	To encourage independent reading
Lee	The Equitable Life Ins. Society	500	Sixth grade field trip to Wash. D.C.
	Sen. Herbert Kohl	300	Sixth grade field trip to Wash. D.C.
	PTO	500	Incentive programs
Lloyd Street	C & J Industries	225	Purchase of computer
Manitoba	Mr. Keller	600	Wheelchair and bike adapted for PH
Morse	School Fund	923	Cassette recorder and TV monitor
Muir	School Fund	1,859	Computer w/ monitor, drive and printer
Ninety-fifth Street	US Telecom International, Inc.	2,000	Telephone homework system
Pleasant View	Kiwanis Club	400	Camping
Riverside	Broderick Memorial Fund	1,583	Watercolor painting for the Broderick memorial
Scott	Scott PTO	100	Letter writing
Twenty-first St.	PTO	1,500	Purchase of computer
	WISCOR Foundation	2,500	Purchase of computer
Vincent	Wis. Electric Power Co.	750	Six ornamental trees
Total		$37,107	

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

* * * * *

(ITEM 6) The Secretary-Business Manager advised your Committee that:

> At its meeting of April 27, 1992, the Board received a communication from Mr. Michael Goodwin, Chairman of the Rufus King High School Alumni Committee, requesting the use of Rufus King High School gymnasium in order to have an alumni basketball game.
>
> The purpose of the basketball game is to raise money to allow for the set-up of a scholarship fund. The goal is to award a $1,000. scholarship yearly to an outstanding student athlete.
>
> 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 reports having given hearing to the representatives of the Rufus King High School Alumni Committee.

Your Committee recommends that Board rules be suspended and the request be granted, with the understanding that the organization provide the district with the appropriate insurances, game participants sign the appropriate waivers, and the alumni committee reimburse the school district for all expenses incurred in opening the facility for their use.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

During the 1991 Greater Milwaukee Open, golf coaches, and golfers representing Milwaukee Public School teams volunteered their services in exchange for possible funding.

On January 23, 1992, Gordon Kress, president of the G.M.O. sent a letter to Milwaukee Public Schools offering $40,000.

On February 28, 1992, the Board of School Directors accepted the donation of $40,000, designated $16,000 in MPS funds to fund MPS interscholastic golf for the 1992 season, and indicated the hope that future efforts of this type of cooperation between the public and private sector would continue.

Effective with the 1992 Greater Milwaukee Open starting on September 3, 1992, and running through September 6, 1992, a program entitled "Shoot for Charity" will be instituted.

"Shoot for Charity" is a pledge fund-raising program that generates funds through pledges raised per birdie shot by the PGA TOUR professionals. Each year approximately 1,600 birdies are made at the G.M.O. The G.M.O. is offering this program to MPS as a fund-raiser.

MPS golfers would solicit pledges from individuals and/or corporations. Head golf coaches at each school will be responsible for coordinating the efforts of their golfers. Students would also be expected to follow all current MPS fundraising guidelines. The funds raised would be placed in a specially designated account that would be available to purchase needed items for MPS athletics.

MPS, in exchange, agrees to continue to fund golf through its normal budgetary process.

In effect, the fund-raising would ensure the continuance of golf as an MPS sport and would provide much-needed funds.

There are usually around 150 golfers in MPS. The cost of golf for 14 high schools is approximately $74,000. That means that each golfer would need to solicit pledges of $.31 per birdie or $496. A pledge of $.01 per birdie would be worth $16. Thirty-one pledges of $.01 per birdie would raise the $496.

The Superintendent recommended:

1. That MPS athletes participate in this fund-raiser.

2. That monies raised be placed in a special account earmarked for the purchase of needed uniforms and equipment for the interscholastic athletic program.

Your Committee forwards this item to the Board out of Committee without a recommendation.

* * * * *

(ITEM 8) The Superintendent and Secretary-Business Manager advised your Committee that:

The Village of Menomonee Falls ("Village") and the City of Milwaukee ("City") entered into an agreement entitled "Annexation Agreement" as of July 26, 1989, under the terms of which the boundary between the City and the Village was changed so that the Parcel of land ("Parcel") lying westerly of 124th Street and northerly of West Silver Spring Drive was transferred from the Village to the City.

The Milwaukee Board of School Directors ("Board") has taken the position that as a result of the transfer of the Parcel from the Village to the City pursuant to the terms of the Annexation

Agreement, that the Parcel automatically became part of the Milwaukee Public School District ("MPS") even though neither the Board nor the Menomonee Falls School Board participated in the Annexation Agreement or otherwise agreed upon the transfer of the Parcel.

Subsequent to the transfer of the Parcel from the Village to the City, all relevant agencies of the State of Wisconsin have considered the Parcel as part of MPS.

The Menomonee Falls School District disagrees that the Parcel automatically became part of MPS by virtue of the Annexation Agreement and contends that the Parcel remains part of the Menomonee Falls School District. The Menomonee Falls Board has authorized the commencement of a declaratory judgment action against the Board to resolve the dispute with respect to which district the Parcel should be included within.

The Tax Commissioner of the City of Milwaukee has estimated that the final taxable value of the Parcel, as improved, will be 12 million dollars. That taxable value, at the current Milwaukee Public Schools tax rate of $17.42 per thousand would produce an annual property tax revenue to MPS of $209,040; however, because of the inclusion of an additional 12 million dollars in taxable property within the boundaries of MPS, MPS would lose $195,853 in state aid. The net revenue result of including the Parcel within the Milwaukee Public School District would be an additional $13,087 in tax revenue.

The inclusion of the Parcel within the Menomonee Falls District would result, based upon the Menomonee Falls School District's tax rate of $17.33 per thousand, in an additional $207,960 of property tax revenues to the Menomonee Falls District.

In an effort to resolve the dispute between the Menomonee Falls District and MPS, the Menomonee Falls Board is willing to enter into a Cooperation and Boundary Adjustment Agreement (a copy of which was presented to your Committee and made part of the minutes of your Committee's meeting of May 14, 1992), pursuant to which the Menomonee Falls Board would, on or before August 1 of each year, provide MPS with 1/2 of the property tax revenue which the Menomonee Falls Board generates from the Parcel, and the Board would agree that the Parcel could be returned to the Menomonee Falls School District effective January 1, 1993. The result of Menomonee Falls sharing 1/2 of its property tax revenue with MPS coupled with the avoidance in the loss of $195,953 in state aid resulting from including the Parcel within MPS would be a net gain of $90,803 of revenue generated from the Parcel compared with the $13,087 in revenue generated if the Parcel were to remain within MPS. The Cooperation and Boundary Adjustment Agreement also provides that if MPS revenues generated from the Parcel as a result of the return of the Parcel to the Menomonee Falls School District were to be reduced by 25% or more, MPS could demand renegotiation of the agreement and if the renegotiation was not successful, terminate the agreement. If the agreement were terminated, it cannot be used as evidence against MPS in subsequent legal proceeding addressing the issue of which district the Parcel should be contained within.

Your Committee recommends that the Board authorize the proper Board officers to enter into the Cooperation and Boundary Adjustment Agreement .

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that:

In October 1991 it was announced to the Board that the Chris Schroeder Insurance/GBG, Inc. venture had been expanded to include the Milwaukee office of Marsh & McLennan in order to meet MPS insurance broker service requirements. The initial project assigned to the new partners was to develop and present for consideration an alternative to the current casualty insurance program which contains several serious deficiencies.

The 7/1/92 renewal quote received from CNA who writes the existing first dollar (i.e. no deductible) general liability, auto liability insurance and excess liability insurance program continues to contain

serious coverage deficiencies in the areas of athletic events and sexual abuse/molestation and includes an absolute exclusion of coverage for hired or leased buses. The premium quoted by CNA for the period 7/1/92—7/1/93 increased by over $97,000 for renewal of the existing insurance program.

The alternative insurance program presented for the 7/1/92 renewal contains an element of self-insurance on the front end of $250,000 per claim/$1,000,000 annual aggregate for general liability insurance. The auto liability insurance remains first dollar coverage. Higher catastrophe limits are included for auto and general liability insurance.

Coverage improvements included under the alternative restructured insurance program are:

-No restrictions/sublimits for claims for sexual abuse or claims stemming from athletic participation.
-Coverage for hired or leased buses (protecting MPS excess over the insurance provided by bus contractors).
-Greater control over the handling and management of claims.
-Significantly higher catastrophe limits.

The claims handling and loss prevention services previously provided by CNA for general liability insurance have been "unbundled" under the restructured program. These services have been competitively marketed and will be purchased from Wausau Insurance Company and Marsh and McLennan. The City Attorney's Office has agreed to provide legal services and to assist in overseeing the claims administration under the new general liability insurance program.

The insurance carriers providing the most competitive quotes are:

- Auto Insurance	Wausau Insurance through the WASB program
- General Liability	Transamerica
- Excess Liability	Transamerica and Gulf Insurance Company

Losses projected to be paid for occurrence dates of 7/1/92—7/1/93 under the self-insured portion of the general liability insurance program are based on actual claim experience for the last 5 years as follows:

-Best Case	$ 100,000
-Average	$ 204,000
-Worse Case	$ 300,000

The cost under the existing insurance plan design to increase limits by 500% to a level indicative of MPS' exposure to loss would be $1,188,119 as quoted by CNA. However, CNA would not provide these increased limits in the areas of sexual abuse/molestation, athletic events and would continue to exclude coverage for hired or leased buses.

Under the proposed restructured insurance program, the cost to increase limits 500% and improve coverage in the aforementioned areas would be $962,291 taking into consideration all costs (i.e. average projected losses, claims handling services, loss prevention services, and excess insurance). This is $225,828 less than the plan design outlined in paragraph 8 above from CNA.

Your Committee recommends that authorization be given to the Insurance and Risk Management Services Department to restructure the casualty insurance program as outlined in the above paragraphs, effective with the July 1, 1992, renewal.

* * * * *

(ITEM 10) The Superintendent and the Secretary-Business Manager advised your Committee that:

Wisconsin Statute 119.16 (8) (a) provides that annually before adopting its budget for the ensuing school year and at least 5 days before transmitting its completed budget under par. (b),

the board shall hold a public hearing on the proposed school budget at a time and place fixed by the board. At least one week before the public hearing, the board shall publish a class 1 notice, under ch. 985, of the public hearing.

Your Committee recommends that the Board hold the required public hearing on the proposed school budget at 7:00 P.M., Tuesday, June 9, 1992, in the auditorium of the school administration building.

* * * * *

(ITEM 11) The Secretary-Business Manager advised your Committee that:

On April 27, 1992 (Proc., p. 3), the Board received a communication from the Community Relations-Social Development Commission regarding their first quarter billing of $34,730.

At the August 1991 and the December 1991 Board meetings the Board authorized administration to pay the Social Development Commission's Third Quarter billing for the three months ended September 30, 1992. at the rate of $34,730 and the fourth quarter billing for the three months ended December 31, 1992, at the rate of $34,730 per quarter respectively.

During the 1991-1992 budget deliberations, the Board reduced funding for the Social Development Commission from $138,920 to $100,000. Payment of the First Quarter Billing of $34,730 will result in a budget deficit of $4,190.

Your Committee recommends that a Contingent Fund Transfer of $4,190 be authorized and that the first quarter billing of $34,730 be paid to the Community Relations-Social Development Commission.

* * * *

(ITEM 12) The Superintendent advised your Committee that:

The College Board EQUITY 2000 Project is a joint effort between The College Board and six public school districts to improve minority student preparation, participation, and success in college. The project officially began in December, 1990, and continues through the 1995-96 school year.

The College Board EQUITY 2000 Project supports the development of the College/Career Planning Resource Centers that are found in the Guidance Department in each high school. Furthermore, they are providing $22,500. for further acquisitions for these resource centers. However, the money will not be forwarded to the district; rather, it will be reimbursed through invoices submitted to them by the EQUITY 2000 Guidance Coordinator.

Based on year-end projections, it appears that there will be sufficient funds in the substitute teacher salary account to cover this expenditure.

Your Committee recommends that $22,500. be transferred from salaries to an account designated for this specific EQUITY 2000 initiative with the understanding that the money will be reimbursed to the general fund by the end of the summer of 1992.

* * * * *

(ITEM 13) The Secretary-Business Manager advised your Committee that:

In 1981, at the direction of the Board, the Administration began the practice of tracking costs for the various Construction Fund projects on a project basis, in addition to the annual budget basis.

This function was commenced due to the fact that funds are available on a calendar year basis, while the Construction Fund Budget (later changed) is on a project basis within the total Construction Fund. This provides maximum flexibility to fund costs associated with each individual project. This accounting function was implemented to provide the Board with more information relative to each entire project cost since most of these projects are multi-year efforts.

As a part of the monthly review of the project accounts (specifically the Construction Fund here), it has become necessary to transfer funds within the various individual accounts to balance them. It must be emphasized that the total Construction Fund is in balance and that these requested transfers are only to balance individual accounts and to provide sufficient funds to continue ongoing or anticipated approved projects as follows:

	REQUESTED TRANSFER	REVISED BUDGET	REQUESTED ESTIMATED FISCAL BUDGET	TOTAL EST. PROJECT BUDGET
Transfer funds to:				
Proj. #938 Woods	$ 165,000	$ 2,425,482	$ 2,590,482	$ 2,590,482
Proj. #941 Wausau	$ 21,000	$ 970,563	$ 991,563	$ 991,563
Total	$ 186,000	$ 3,396,045	$ 3,582,045	$ 3,582,045
Transfer funds from:				
Proj. #902 Scott	$ 140,000	$ 18,192,774	$ 18,052,774	$ 18,242,774
Proj. #920 Unallotted	$ 46,000	$ 1,933,708	$ 1,815,708	$ 1,815,708
Total	$ 186,000	$ 20,126,482	$ 19,868,482	$ 20,058,482

Your Committee recommends that authorization be given to transfer funds within the Construction Fund to balance the individual project accounts.

* * * * *

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

The opening of six new buildings and eight new programs has impacted the department's budget through various accounts (i.e. utilities, supplies, overtime, rubbish removal, surveillance services, etc.). Minor repair work has been directed to the school engineer to reduce the backlog of this work. Supplies and material accounts are impacted by the policy change. In addition, work performed on the Educational Adequacy and Facilities Conditions Surveys impacted office staffing resources to provide the data in a timely manner.

Due to contract notification requirements, staffing cuts at the beginning of the budget year, as required by the 1991-92 approved budget, were not completed timely. These people worked into the budget year and the budgeted funds were not available to pay them.

Due to the standard high turnover of operation services personnel and enforced budgetary constraints of filling vacant positions, the department encountered what appears as a large savings in the salary line items. As part of the monthly review of the budget accounts, and to insure line item integrity, it has become necessary to transfer funds within the various individual department accounts to balance them.

Your Committee recommends that authorization be given to transfer funds totally within the Department of Facilities and Maintenance Services School Operations Fund accounts to balance the individual accounts.

* * * * *

(ITEM 15) The Superintendent advised your Committee that:

MECCA costs for rental, equipment and personnel have risen dramatically over the past two years. Teachers' salaries are also higher than anticipated. It is estimated that approximately $10,000 will be needed to cover these increased expenses for the music festival.

Funds are available in other music department accounts to cover these increased expenses.

Your Committee recommends that $4,000 be transferred from music festival transportation to music festival salaries and $6,000 be transferred from instrumental music replacement equipment to music festival general supplies.

* * * * *

(ITEM 16) The Superintendent advised your Committee that:

Requests for safety aide services beyond the normal school day have increased significantly this year. This increase has created a deficit in the overtime budget of the Department of School Safety. Many heavily attended activities still remain to be covered by the overtime fund this year.

Due to the fact that safety aides have been less mobile this year as compared to past years, there are funds available in the department's car allowance account.

Your Committee recommends that $5,000 be transferred from the car allowance account to the overtime account.

* * * * *

(ITEM 17) 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 14, 1992:

A. Monthly Discussion of Facilities Needs and Progress Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending April, 1992, 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	$541,632,538	$10,235,066	$551,867,604	$409,234,986	$142,632,618	74.2%
Categorically Aided	31,485,309	23,332,110	54,817,419	32,613,075	22,204,344	59.5%
School Nutrition	22,075,595	75,150	22,150,745	16,554,889	5,595,856	74.7%
Construction	8,863,368	9,525,303	18,388,671	18,187,281	201,390	98.9%
Extension	5,857,258	177,439	6,034,697	5,289,542	745,155	87.7%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of April 30, 1992, showing the totals for the School Operations, Categorically Aided Programs, School Nutrition Services, Construction and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$541,632,538	$10,235,066	$551,867,604	$435,546,784	$116,320,820	78.9%
Categorically Aided	31,485,309	23,332,110	54,817,419	38,798,873	16,018,546	70.8%
School Nutrition	22,075,595	75,150	22,150,745	18,500,836	3,649,909	83.5%
Construction	8,863,368	9,525,303	18,388,671	17,507,666	881,005	95.2%
Extension	5,857,258	177,439	6,034,697	4,462,128	1,572,569	73.9%

(1) Represents 1990-1991 appropriations carried over to the 1991-1992 fiscal year and Board approved transfers during the 1991-1992 fiscal year.

(2) Encumbrances and expenditures included through April 30, 1992 and payrolls through April 24, 1992.

D. Update on the Purchase of the Geiser Potato Chip Factory
E Monthly Report on Expenditure Controls
F. Report on the Utilization of Minority/Women/Disadvantaged Business Enterprise Program for the Third Quarter, Fiscal Year 1991-92

Separate consideration having been requested of Items 7, 8, and 11, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 7 of the report, relating to MPS athletics participating in a fund raiser sponsored by the G.M.O., having been set aside for separate consideration, Director O'Connell moved adoption of the report.

Director Mallory moved a substitute, that the money raised be earmarked for golf, and there be no budgetary requirements placed upon the Board as a result of this action.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

Temporarily Absent—Director Johnson—1.

Item 8 of the report, relating to Cooperative Boundary Adjustment Agreement between the Milwaukee Public Schools and the Menomonee Falls School District, having been set aside for separate consideration, Director Lucey disqualified himself from consideration of the item because his legal firm had been involved in representing one of the parties to the agreement.

Director Mallory moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Small, and President Mitchell—7.

Noes—None.

Temporarily absent—Directors Lucey and Sinicki—2.

Item 11 of the report, relating to Contingent Fund transfer for the first quarter billing of the Community Relations-Social Development Commission, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily Absent—Directors Johnson and Sinicki—2.

SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of Tuesday, April 28, 1992 at 9:00 AM; Tuesday, May 5, 1992 at 9:00 AM; Wednesday, May 6, 1992 at 9:00 AM; Friday, May 15, 1992 at 9:00 AM; Friday, May 15, 1992 at 10:30 AM; Friday, May 15, 1992, at 1:30 PM; Friday, May 15, 1992, at 3:00 PM; Monday, May 18, 1992 at 9:00 AM; Wednesday, May 20, 1992, at 11:00 AM; and Friday, May 22, 1992, at 10:00 AM.

The motion prevailed, the voted being as follows:

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

Noes—None.

Temporarily Absent—Director Mallory—1.

NEW BUSINESS

The Secretary-Business Manager presented two items.

Request for a possible suspension of Board Rules with respect to the cancellation of the June Committee Meetings and substituting a meeting of the Committee of the Whole.

Director Small moved to have the Committee of the Whole and the Board meeting in one night.

Director Johnson moved a substitute, that the Board have a Committee of the Whole one night, and the Board meeting on the regular night.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Appointment of delegates for the Compact for Educational Opportunity and the representatives for the Operations Committee.

Director O'Connell moved for the appointment of Directors Lucey, O'Connell, Sinicki, and Small to the Coordinating Council; Director Mallory as the MERO Board member; and President Mitchell to the Ombudsperson Oversight Committee.

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

Ayes—9; Noes—0.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following Communications:

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

Referred to the Committee of the Whole.

Communication from Rev. Jose. R. Olivera requesting the use of the South Division High School Auditorium for evangelical activity.

Referred to the Committee of the Whole.

Communication from Rev. Kenneth Hollengsworth, of the Latter Day Pentecostal Church, requesting the use of the east end of the playground at the Twenty-first Street School for religious services.

Referred to the Committee of the Whole.

Communication from John Pittman, Sr., of the Worldwide Church of God, requesting use of Vincent High School.

Referred to the Committee of the Whole.

Communication from Pastor Robert Norris of the Cornerstone Christian Fellowship, requesting the use of a Milwaukee Public Schools on a weekly basis for the purpose of Sunday morning worship.

Referred to the Committee of the Whole.

Communication from the City of Greenfield which requests a 30 foot right-of-entry along the west line of the parcel known as Tax Key No. 569-8994-001, to construct facilities.

Referred to the Committee of the Whole.

Communication from Walter Beach, of the Wisconsin Emergency Fire Disaster Fund, requesting the use of school stadium facilities.

Referred to the Committee of the Whole.

RESOLUTIONS

By Director Johnson

WHEREAS, There has been much controversy generated over the dual administrative structure in the Milwaukee Public Schools,

WHEREAS, It would be in the best interest of the district to finally resolve this matter; and,

WHEREAS, This will allow the Board and Superintendent to cohesively work together on issues benefiting the children of Milwaukee; therefore, be it

RESOLVED, That all functions necessary to run the day-to-day operations of the school system be under the control of the Superintendent.

Director Johnson moved for immediate consideration of this item for the purpose of holding it at the Board level.

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

Ayes—9; Noes—0.

By Director Bills

WHEREAS, The Board of School Directors is responsible for managing the affairs of the school district under sec. 119.16(lm), Stats; and

WHEREAS, The Superintendent is responsible for the general supervision of the Milwaukee Public Schools, but his supervisory authority is subject to the Board's direction under sec. 119.32(2), Stats; and

WHEREAS, The Milwaukee Public School System has in recent years, relied more heavily on the expertise of a variety of consultants and there is no reason to believe that such reliance will decrease in the foreseeable future, and

WHEREAS, The School Board, in December, 1991, authorized the Superintendent to use loaned executives/consultants from the business community to "Temporarily" assist Milwaukee Public School on special projects, and

WHEREAS, Some Board members believe the role of loaned executives needs to be clarified in order to avoid any organizational confusion; be it

RESOLVED, That the administration bring back a policy on how loaned executives/consultants will interact with the district in the future.

Referred to the Committee of the Whole.

The Board adjourned at 10:32 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	344	352		5	562	6	62	52	9		696
K3	392	285		7	360	47	46	196	21		677
PK	187	94			198	3	26	50	4		281
K4	1996	1876		37	1997	136	370	1249	83		3872
K5	4262	4096	1	96	4760	329	826	2238	106	4	8359
01	4962	4489		109	5631	339	984	2285	103		9451
02	4297	4108		104	4948	329	847	2084	93		8405
03	4066	3911		77	4640	323	851	2003	83		7977
04	3938	3772		94	4409	290	790	2030	97		7710
05	3880	3658		90	4419	271	751	1935	72		7538
06	3912	3711		96	4578	242	753	1871	83		7623
07	3421	3453		87	4130	204	716	1661	76		6874
08	3160	3117		87	3664	172	649	1647	58		6277
09	3792	3717		101	4295	198	736	2107	72		7509
10	3174	3117		71	3392	204	596	1949	79		6291
11	2380	2528		55	2515	157	446	1685	50		4908
12	1724	2040		40	1788	137	324	1439	36		3764
13	4							4			4
Invalid	2	3			2			3			5
TOTAL	49893	48327	1	1156	56288	3387	9773	26488	1125	4	98221

Total Active Detached..... 87 (Included above) Total Suburban Transfers—5586
Total Inactive..... 360 (Not included above)

Brown Deer	176	Glendale/River Hills	126	Mequon-Thiensville	217	St. Francis	120
Cudahy	234	Greendale	245	New Berlin	92	Wauwatosa	828
Elmbrook	224	Greenfield	312	Nicolet	150	West Allis	354
Fox Point	114	Hamilton	53	Oak Creek	315	Whitefish Bay	332
Franklin	345	Maple Dale-Indian Hills	83	Shorewood	305	Whitnall	264
Germantown	36	Menomonee Falls	300	South Milwaukee	331		

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1421	76.6	103.0	5.0	Milwaukee Tech	1800	86.2	131.0	4.0
Custer	1068	69.6	78.0	4.0	North Division	865	64.0	99.0	6.0
Hamilton	1637	81.5	111.0	5.0	Pulaski	1440	68.3	102.0	5.0
Juneau	749	81.9	60.0	3.0	Riverside	1396	85.7	106.0	5.0
King	1163	90.0	73.0	3.0	South Division	1590	71.4	125.0	5.0
Madison	1166	76.7	77.0	5.0	Vincent	1265	72.4	95.0	5.0
Marshall	1146	59.9	80.0	5.0	Washington	1506	77.5	114.0	5.0
MHSA	752	87.3	60.0	3.0	TOTAL	18964	76.7	1414.0	68.0
MIDDLE SCHOOLS									

Audubon	903	86.6	63.0	3.0	Parkman	481	84.4	47.0	3.0
Bell	856	84.4	64.0	3.0	Robinson	510	91.9	39.0	2.0
Burroughs	908	87.2	63.0	3.0	Roosevelt	672	91.3	49.0	2.0
Edison	843	85.1	67.0	3.0	Sarah Scott	628	83.2	52.0	3.0
Fritsche	967	87.3	66.0	3.0	Sholes	817	83.3	59.0	3.0
Fulton	605	78.5	47.0	3.0	Steuben	883	89.1	60.0	3.0
Grand Avenue	677	87.4	52.0	3.0	Walker	833	83.2	58.0	3.0
Kosciuszko	726	80.7	58.0	3.0	Webster	928	87.5	63.0	3.0
Lincoln	521	84.7	43.0	2.0	Wright	767	92.4	60.0	3.0
Morse	1132	92.9	67.0	3.0					
Muir	897	83.7	67.0	3.0	TOTAL	15554	86.5	1144.0	57.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	391	88.9	18.2	1.0	Holmes	708	89.4	46.9	2.0
Allen Field	1022	93.3	53.5	2.0	Hopkins	797	88.6	48.5	2.0
Auer	604	92.8	39.0	1.5	Humboldt Park	573	92.7	30.0	1.5
Barton	581	92.4	27.0	1.5	Irving	688	90.6	38.5	2.0
Brown Street	561	91.8	36.0	2.0	Kagel	384	93.7	24.4	1.0
Browning	452	91.1	23.3	1.0	Keefe Av.	619	89.5	38.3	2.0
Bruce	546	90.5	28.1	1.5	Kilbourn	417	94.3	23.0	1.0
Bryant	574	91.6	30.5	1.5	Kluge	556	92.5	31.5	1.5
Burbank	553	90.3	23.8	1.5	LaFollette	609	94.4	40.3	2.0
Burdick	535	88.2	30.0	1.5	Lancaster	614	92.5	29.0	1.5
Carleton	506	92.1	23.6	1.0	Lee	613	90.4	36.2	2.0
Cass	570	88.1	37.1	2.0	Lincoln Av.	655	90.9	30.5	1.5
Clarke	479	96.0	30.4	1.5	Lloyd St.	562	94.2	33.0	1.5
Clemens	439	90.8	23.2	1.0	Longfellow	639	92.3	32.0	1.5
Clement	468	91.8	21.5	1.0	Lowell	286	91.0	11.9	1.0
Congress	478	89.5	22.9	1.5	MacDowell	519	93.4	26.0	1.5
Cooper	404	91.3	21.5	1.0	Manitoba	367	95.9	31.5	2.0
Curtin	340	91.5	18.2	1.0	Maple Tree	524	91.7	24.0	1.5
Doerfler	670	92.5	31.5	1.5	Maryland Av.	340	92.1	20.2	1.0
Douglass	275	93.9	14.4	1.0	McNair	314	92.7	17.0	1.0
Dover	630	90.4	29.0	1.5	Meir	236	95.5	14.7	1.0
Dr. King	526	90.6	33.8	1.5	Mitchell	774	90.1	34.5	2.0
Eighty-eighth	366	93.6	18.2	1.0	Morgandale	587	93.4	26.8	1.5
Eighty-first	467	92.1	20.8	1.0	Multilingual	328	87.3	21.0	1.0
Eighty-second	497	95.5	25.5	1.0	Neeskara	411	94.2	29.0	1.0
Elm	562	95.2	31.5	1.0	Ninety-fifth	327	91.0	17.1	1.0
Emerson	265	91.5	15.7	1.0	Palmer	603	89.1	42.1	2.0
Engleburg	505	92.7	27.6	1.5	Parkview	391	89.6	19.5	1.0
Fairview	530	92.6	32.0	1.5	Philipp	329	91.8	18.7	1.0
Fernwood	462	88.0	28.0	1.5	Pierce	564	91.3	35.5	2.0
Fifty-fifth	494	93.8	23.8	1.0	Riley	619	92.9	33.6	1.5
Fifty-third	390	94.9	20.2	1.0	River Trail	327	90.0	20.5	1.0
Forest Home	946	95.4	47.5	2.0	Seventy-eighth	576	89.4	29.0	1.5
Franklin	562	92.7	41.0	1.5	Sherman	568	96.1	27.6	1.5
Fratney	358	92.5	18.7	1.0	Siefert	582	91.9	36.2	1.5
Gaenslen	674	88.7	55.0	2.0	Silver Spring	355	90.6	19.2	1.0
Garden Homes	494	90.3	29.1	1.5	Sixty-fifth	368	93.2	17.5	1.0
Garfield	433	92.2	26.3	1.0	Sixty-seventh	331	89.5	15.9	1.0
Garland	363	88.6	14.4	1.0	Starms	328	90.7	17.1	1.0
Goodrich	422	93.3	22.0	1.0	Story	512	93.8	33.9	2.0
Grant	599	92.1	27.3	1.5	Stuart	335	94.1	18.0	1.0
Grantosa	646	92.9	34.5	1.5	Thirty-eighth	563	96.2	26.7	1.5
Granville	432	89.2	26.5	1.0	Thirty-fifth	332	92.8	14.4	1.0
Green Bay Av.	549	95.4	30.3	1.5	Thirty-first	485	93.9	28.8	1.5
Greenfield	398	95.3	18.0	1.0	Thirty-seventh	538	90.0	31.1	1.5
Hampton	597	91.9	30.0	1.5	Thoreau	730	90.9	33.0	1.5
Happy Hill	526	91.6	24.3	1.5	Thurston Woods	297	90.7	12.9	1.0
Hartford	578	92.8	31.7	2.0	Tippecanoe	228	93.2	13.5	1.0
Hawley	327	92.1	16.4	1.0	Townsend	512	95.4	21.5	1.0
Hawthorne	381	90.9	18.0	1.0	Trowbridge	371	88.5	19.2	1.0
Hi-Mount	457	93.0	24.5	1.0	Twenty-first	601	93.3	39.0	1.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	648	90.5	39.0	2.0	Whitman	463	89.6	23.5	1.0
Urban Waldorf	295	88.2	20.0	1.0	Whittier	201	93.5	8.4	1.0
Victory	473	94.5	28.5	2.0	Wisconsin Av.	704	91.3	31.0	2.0
Vieau	594	93.3	36.0	2.0	Zablocki	616	89.5	31.0	1.5
Wheatley	686	87.1	40.5	2.0	TOTAL	55456	91.9	3033.4	151.5
OTHER SCHOOLS									
Craig	116	63.8	13.0	1.0	Manitoba Ortho.	109	92.9	.0	.0
Demmer	76	50.2	6.0	1.0	Mitchell Alt. HS	106	58.0	11.0	1.0
Hayes	107	59.7	15.5	1.0	Pleasant View	144	81.7	16.0	1.0
Kilmer	241	83.7	17.5	1.0	Sixty-eighth	180	64.2	15.0	1.0
Lady Pitts	219	60.1	15.5	1.0	Stay	90	56.8	4.0	1.0
Lapham Park	198	76.0	10.0	1.0	Commun. Based	1026		22.0	.0
Lavarnway	49	87.7	3.0	1.0	TOTAL	2661	71.5	148.5	11.0
					MPS TOTAL	92635	87.3	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1992
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.	45	2	2158	18	21	0	329	3	948	17	36	0	3537	40	3577
Emotion. Dist.	26	1	1360	55	2	0	117	2	510	27	27	1	2042	86	2128
Autistic	1	0	77	5	1	0	4	1	49	1	2	0	134	7	141
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	40	38	1	0	6	8	16	32	0	2	64	91	145
Physically Hdcp.	4	0	259	111	14	5	55	11	181	123	9	6	522	256	778
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	81	27	18	2	16	4	87	17	12	0	217	50	267
Mentally Ret.	10	3	1292	210	17	9	133	30	387	104	11	6	1850	362	2212
Speech/Language	38	23	2005	1352	53	39	277	213	1107	689	37	41	3517	2357	5874
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	128	30	7272	1816	127	55	937	272	3285	1010	134	56	11883	3239	15122
Ethnic Totals	158		9088		182		1209		4295		190		15122		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 2, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:31 PM.

Present—Directors Lucey, Mallory, O'Neil, Small and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, O'Connell and Sinicki—4.

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

May 28, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Tuesday, June 2, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of the consultants' presentation and possible Board discussion of the Minority/Women Business Enterprise (M/WBE) Joint Disparity Study for the County of Milwaukee, City of Milwaukee, and the Milwaukee Public Schools.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Neil moved that the Board resolve itself into a Committee of the Whole for the purpose of the consultant's presentation and possible Board discussion on Minority/Women Business Enterprise (M/WBE) joint disparity study for the County of Milwaukee, City of Milwaukee, and the Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Neil, Small, and President Mitchell—5.

Noes—None.

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

The Board rose from the Committee of the Whole at 7:52 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee received the consultant's presentation and discussed the Minority/Women Business Enterprise (M/WBE) Joint Disparity Study for the County of Milwaukee, City Of Milwaukee, and the Milwaukee Public Schools.

The Board adjourned at 7:54 PM.

SUZANNE M. LUNDIN

Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 4, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 8:10 PM.

Present—Directors Bills, Johnson (8:12 PM), Lucey, Mallory (8:11 PM), O'Neil, Sinicki, Small, and President Mitchell (8:25 PM)—8.

Absent and excused—Directors O'Connell—1.

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

May 29, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 8:00 PM, Tuesday, June 4, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing, reviewing, considering, and possibly taking action to adopt the Facilities Master Plan Educational Standards.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing, reviewing, considering, and possibly taking action to adopt the Facilities Master Plan Educational Standards.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:12 PM.

The Board rose from the Committee of the Whole at 11:17 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had discussed and reviewed the Facilities Master Plan Educational Standards and made the following recommendations:

1) that universal K-4, K-5 kindergarten through grade 2 class size be set at 19 to 1 with 50% of the seats contracted out to partnership schools; 2) that the standards include computer, art, and music rooms, libraries and lunchrooms; 3) that 54 million dollars be committed to deferred maintenance; 4) that a voc-tech upgrade for 34 million dollars for

14 schools (excluding Milwaukee High School of the Arts) be included; 5) that 106.7 million dollars be dedicated to the preservation of capacity; 6) that a middle school be added at a cost of 17 million dollars. This package would total 337.7 million dollars.

Director Lucey moved adoption of the Committee's recommendation with respect to the Facilities Standards:

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Johnson and Mallory—2

The Board adjourned at 11:17 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 6, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 8:50 AM.

Present—Directors Bills, Lucey, Mallory, O'Connell, O'Neil, Sinicki, and President Mitchell—7.

Absent and excused—Directors Johnson and Small—2.

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

June 4, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 8:30 AM, Saturday, June 6, 1992, in the 25th floor Conference Room of Quarles and Brady, 411 East Wisconsin Avenue, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

In order to formulate strategies concerning collective bargaining matters, the Board, pursuant to Section 19.85 (1)(e) Wisconsin Statutes, may retire to executive session.

SUZANNE M. LUNDIN
Secretary-Business Manager

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 Bills, Mallory, O'Connell, O'Neil, Sinicki and President Mitchell—6.

Noes—None.

Voting "present"—Director Lucey—1.

The Board retired to executive session at 8:52 AM.

The Board adjourned from executive session at 11:55 AM.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 9, 1992

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

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

Absent and excused—Director Johnson—1.

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

May 21, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Pursuant to Section 119.16 (8)(a), Wisconsin Statutes, the Board of School Directors will meet at 7:00 PM, Tuesday, June 9, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed 1992-93 School Operations, Construction and Extension Fund budgets.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the proposed 1992-1993 school operations, construction and extension fund budgets.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, O'Connell, O'Neil, Sinicki, Small and President Mitchell—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 10:33 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the 1992-93 school operations, construction and extension fund budgets as required under section 119.16 (8) (a), Wisconsin Statutes.

The Board adjourned at 10:34 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 10, 1992

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

Present—Directors Bills, Johnson (6:15 PM), Lucey (6:15 PM), Mallory, O'Connell, O'Neil, Small (6:10 PM) and President Mitchell—8.

Absent and excused—Director Sinicki—1.

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

June 4, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, June 10, 1992, in Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing the performance evaluation of the Superintendent.

In order to continue the performance evaluation of the Superintendent, the Board may convene, pursuant to Section 19.85 (1)(c) Wisconsin Statutes, in executive session.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of the continued performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Small and President Mitchell—5.

Noes—Director Johnson—1.

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

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

The Board adjourned from executive session at 10:07 PM.

RONALD J. VAVRIK

Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 15, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:27 PM.

Present—Directors Bills, Lucey, Mallory, O'Connell (9:16 PM), O'Neil, Small and President Mitchell—7

Absent and excused—Directors Johnson and Sinicki—2

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

June 12, 1992

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, June 15th, 1992, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on 46 items.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing and taking action on the June committee items.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:30 PM.

Director O'Connell arrived at 9:16 PM.

Director Mallory left at 11:00 PM.

The Board rose from the Committee of the Whole at 11:34 PM.

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

REPORT OF THE COMMITTEE OF THE WHOLE

(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 the Committee recommending the following appointments, promotions and changes in status, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	PROMOTIONS	
Dale Wayd Roosevelt	School Engineer III $33,258.16/yr.	05-10-92
	CHANGES IN STATUS	
Angelica Amparo # 65th	Clerk Typist I $12,551.33/yr.	05-20-92
Gwen Bouras + Ins. & Risk Mgmt.	School Secretary I $21,965.06/yr.	05-25-92
Charlene Hardin # Student Services	Clerk Typist I $15,138.50/yr.	05-06-92

From substitute to regular
+ From a 10 month to a 12 month position

Your Committee recommends that the classified personnel transactions be approved.

* * * * *

(ITEM 2) The Superintendent recommended the following teacher appointments effective as indicated:

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between February 15, 1992, and February 27, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Jodi L. Conger English	C	26,117	0	02-21-92
	Effective between April 7, 1992, and April 19, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Shari B. Forbes Elementary	B	23,113	0	04-13-92

Effective between April 20, 1992, and May 2, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Donald M. Chevako Reading	B	24,268	1	04-27-92

Effective between May 3, 1992, and May 15 , 1992, payroll:

(nr)	George A. Machado Physical Education	C	35,259	7	05-06-92

Effective between May 16 , 1992, and May 28 , 1992, payroll:

(nr)	Roger A. Calvin Guidance	C	35,259	7	05-18-92

Effective September, 1992, payroll:

(r)	Vernice Black Elementary	B	23,113	0	September, 1992
(r)	Christine L. Carrillo Elementary	B	23,113	0	September, 1992
(r)	Casey J. Cavanaugh Elementary	B	23,113	0	September, 1992
(nr)	Reginald C. Denman Physical Education	B	23,113	0	September, 1992
(nr)	Rachelle L. Folger Elementary	B	24,268	1	September, 1992

Effective September, 1992, payroll:

(nr)	William Hanson Upper Elementary	B	23,113	0	September, 1992
(nr)	Deborah A. Hoffman Upper Elementary	C	26,117	0	September, 1992
(r)	Dorothy J. Horton Upper Elementary	B	23,113	0	September, 1992
(r)	Lynette Jackson BF Science	B	23,113	0	September, 1992
(nr)	Julie A. Kruse French	B	23,113	0	September, 1992
(r)	Annie L. Malone Elementary	B	23,113	0	September, 1992

(nr)	Stanley W. McWilliams Health, Physical Education, SS	B	23,113	0	September, 1992
(nr)	Peter J. Wenzel Elementary	B	25,424	2	September, 1992

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

Your Committee recommends that the rules be suspended and the teacher appointments be approved.

* * * * *

(ITEM 3) The Superintendent recommended that the following individuals be promoted to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Dolores Keirn-Jackson	Principal Sherman Elementary	Schedule III, Range 13D $58,930
(r)	Debra Wallace	Principal Stuart Elementary	Schedule III, Range 13D $48,086

(r) Resident

The Superintendent also advised the Committee of the following reassignment:

	From	To
Thomas McGinnity	Director, School Based Management/ Leadership Academy	Principal Grand Middle School

Your Committee recommends that the administrative promotions be approved.

* * * * *

(ITEM 4) The Superintendent nominated for reappointment the following probationary teachers, teacher-librarians, principals, assistant principals, and members of the support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Aguado, Linda L. - Neeskara
Albertin, Thomas O. - Siefert
Bartos, Mary C. - Emerson
Bennett, Vicki D. - Lincoln Middle
Burleson, Cindy A. - Grand Avenue
Castillo, Raysa M. - Lincoln Middle
Cavanaugh, Thomas F. - Grand Avenue
Chico, Maria Del S. - Waldorf
Clamor, Jusine B. - Day-to-Day
Clark, Mary C. - Sherman
Collier-Thompson, Judith F. - Roosevelt
Conger, Jodi L. - Lincoln Middle
Dassow, Renee L. - Day-to-Day
Dettman, Gary - Community Recreation
Diener, Traci L. - McNair
Disi, Lila A. - Burroughs
Docter, Nancy M. - Grantosa
Draeger, Julie A. - Day-to-Day
Erby, Valerie E. - 78th Street
Esparza, Juvencio - South Division
Fernandez, Emily M. - EESS Center
Ford, Melissa A. - Guidance
Gafney, Patrick D. - EESS Center
Gatens, Maureen - Wright
Gaumond, Carol L. - Fulton
Giese, William B. - 31st Street
Hadley, Melanie M. - Browning
Hanson, Robin M. - Day-to-Day
Hartwell, Lizzie M. - Burroughs
Hennessey, Daniel P. - Burdick
Hirt, Peter J. - Sholes
Hoffman, Francine I. - Irving
Holmes, Judith A. - EESS Center
Horigan, Patricia A. - Grand Avenue
Hulsizer, Natasha M. - Irving
Janzen, Cami L. - Burroughs
Karau, Lisa S. - Pierce
Kimbrough, Sheila R. - EESS Center
Krekling, Douglas H. - Irving
Lamarche, Jeffrey J. - Sholes
Lambert, Trina J. - Doerfler
Lane, Peggy K. - Bay View
Larson, Julie E. - 21st Street
Lohman, Charon K. - 78th Street
Long, Anthony T. - Milwaukee Tech
Loss, William - 68th Street
Marchese, Jack A. - Webster
Markovits, Ruth C. - EESS Center
Martin, Rose M. - Forest Home Avenue
Mosiman, William P. - Custer
Mueller, Deborah M. - EESS Center
Mueller, Noel M. - Forest Home Avenue
Murphy, Kathleen L. - Roosevelt
Nohr, Laura J. - Bay View
Nord, Charlsey Ann Moon - EESS Center
O'Flyng, Kristine A. - Alcott
O'Keefe, James S. - Fulton
Owen, Teresa A. - Whitman
Peterson, Nancy A. - Day-to-Day
Power, Leea N. - Keefe Avenue
Rafaelidys, Robin H. - Grand Avenue
Ramseu, Danielle J. - Alternative and Vocational Education
Reinhardt, Jean A. - Story
Roddick, William J. - Burroughs
Rodriguez, Gilbert A. - Lincoln Middle
Rogers, Vera N. - Day-to-Day
Roloff, Elizabeth A. - Bell
Schmahl, Cindy M. - EESS Center
Schnoll, Rhona S. - Congress
Seigle, Larry - Riverside
Smith, Douglas A. - Day-to-Day
Smrz, Ines M. - Lincoln Avenue
Star, Alice Jo - EESS Center
Stroessner, Carole L. - EESS Center
Swendrowski, Amy L. - 21st Street
Tangle, Miriam R. - EESS Center
Taylor, Jeffery A. - Wright
Taylor, Tanya D. - Fulton
Thomas, Yvonne D. - Granville
Volk, Martin H. - Washington
Wagner, Kristy L. - Burdick
Wagner, Suzanne M. - Sholes
Weizenicker, Joann H. - Sholes
Welk, John A. - Lincoln Middle
Wilson, Penny L. - Guidance
Wisniewski, Jane R. - Multilingual/Multicultural
Wohl, Maria T. - Grant

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abrahams, Nadine J. - Philipp
Acevedo, Jean E. - Day-to-Day
Adam, William - Bell
Allen, Leona - Philipp
Anthony, Veronica L. - Fairview
Antoine, Jenny - Custer
Antoniak, Gino G. - LaFollette
Appleby, Jennifer A. - Fernwood
Applewhite, Barry R. - North Division
Arauco, Teresa V. - Kosciuszko
Armstrong, Katherine S. - 38th Street
Armstrong, Vera A. - Mitchell
Ashcraft, Thomas J. - Steuben
Aune, Heather A. - Vieau
Baade, Stephanie - Kilbourn
Baer, Ann L. - Browning
Bakken, Derenda D. - Hampton
Balistreri, Lisa A. - 37th Street
Ball, Kevin R. - North Division
Balogh-Habayeb, Mary J. - Fulton
Barron, Sally J. - Irving
Bartow, Laurie A. - Vieau
Bayer, Laura A. - Robinson
Belin, Phontonia - Clemens
Bersch, Robert A. - 65th Street
Bias, Cynthia M. - 38th Street
Bivens, Lori J. - Fulton
Blanco, Anna M. - South Division
Blazkovec, Amy M. - Fulton
Blevins, Stephanie - Waldorf
Bonesho, Nancy B. - Parkman
Borda, Denise S. - Kagel
Borda, Lucia L. - Kagel
Borts, Lynne M. - Green Bay
Brahm, Todd C. - Sarah Scott
Braun, Amy M. - Clemens
Bricco, Jodi L. - Humboldt Park
Briesemeister, William - Mitchell Alternative
Brimmer, Kathryn M. - Forest Home Avenue
Briskey, Nola - Alternative and Vocational Education
Brown, Annabelle - Auer
Brown, Cheryl R. - Muir
Brown, Lynn - Bay View
Brox, Michael L. - Parkman
Budziszek, Patrick T. - Engleburg
Buechel, Patricia A. - Hopkins
Burton, Elserita R. - Edison
Caldwell, Eria M. - Tippecanoe
Calton, Jewel - Granville
Cameron, Lori S. - EESS Center
Campbell, Cynthia J. - EESS Center
Cannestra, James P. - Morse
Caravella, Kathleen E. - Hawthorne
Carbajal, Isidro M. - Hamilton
Carroll, Andrea R. - Lincoln Middle
Ceaglske, Susan - EESS Center
Chesrown, Molli H. - Grantosa
Chojnacki, Joseph M. - 82nd Street
Christianson, Diane K. - Garden Homes
Cintron, Alfredo T. - Morgandale
Clemence, Pamela J. - 27th Street
Clipps, Roselyn G. - EESS Center
Clark, Randi J. - EESS Center
Cohen, Robin S. - Fratney
Colbert, Cheryl D. - Waldorf
Cole, Kristi Y. - Silver Spring
Collins, Catherine B. - Green Bay
Collins, Joan A. - Lincoln Avenue
Cooper, Wendy L. - 55th Street
Craig, Connie F. - King Elementary
Crain, Beth - EESS Center
Crausaz, Robert J. - Morse
Crowley, Linda - Tippecanoe
Cullen, Timothy C. - Steuben
Dable, Lynn - Sholes
Dale, Lynda C. - Juneau
Davies, Karen - EESS Center
Davis, Bonita J. - Custer
Day, Tracy L. - Keefe
Delahanty, Kathryn - Greenfield
DelaRosa, Guarina A. - Day-to-Day
DeMaster, Dawn M. - 88th Street
DeMore, John J. - Browning

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Denuszek, Kathleen A. - Browning
Derleth, Corinne M. - Walker
DeVine, Don - Gaenslen
Diekema, Lizabeth S. - Brown
Dorava, Lori A. - Fritsche
Draper, Shirley F. - Garden Homes
Drew, Valencia L. - EESS Center
Drews, Dean A. - Milwaukee H.S. of the Arts
Due, Jill M. - Multilingual/Multicultural
Dugan, Honre A. - Lincoln Middle
Dukes, Karlicia R. - Grand Avenue
DuSaint, Patriq A. - Waldorf
Dussault, Elizabeth E. - Milwaukee H.S. of the Arts
Ealy, Carolyn E. - Edison
Ebije, Godwin T. - Day-to-Day
Egan, Ellen J. - Siefert
Egerer, Sandra R. - Fulton
Eisendrath, Beth A. - Allen Field
Erickson, Sandra M. - Sarah Scott
Fassbender, Michael J. - Fritsche
Feagles, Susan M. - Hopkins
Feiner, Tammie K. - Kluge
Fisher, Judy F. - Roosevelt
Fortune, Cheryl L. - 65th Street
Fossali, Susan J. - Congress
Franta, Susan E. - Sholes
Gaddis, Julius W. - Day-to-Day
Gardner, Chris C. - Sarah Scott
Garman, Wendy A. - Kilbourn
Garofani, Caroline H. - Fernwood
Garofani, Carriemarie - Victory
Gilane, Dona M. - Lincoln Middle
Gingold, Terri J. - Phillis Wheatley
Glover, Debbie P. - Burbank
Golden, Lisa L. - Lincoln Middle
Golembiewski, Janet L. - 55th Street
Gorecki, Laura J. - Edison
Gosh, Cindrea J. - Keefe
Graf, Dean C. - Fulton
Graham, Indyria R. - Waldorf
Graser, Elizabeth C. - 88th Street
Gray, Carolyn D. - Clarke
Griesberg, Laura J. - Wisconsin Avenue
Groth, Pamela K. - EESS Center
Grunwaldt, Cathleen C. - Phillis Wheatley
Grunwaldt, Diane C. - Marshall
Grzesiak, Maryann - Lincoln Avenue
Guensburg, Jane T. - Muir
Haith, Deon M. - 53rd Street
Hanley, Aedan A. - King
Hanneken, Sally J. - Muir
Harlow, Shirley J. - King Elementary
Harms, Kathryn M. - Wright
Harris, Elaine J. - Waldorf
Harris, Linda M. - River Trail
Hartlaub, Joseph M. - King Elementary
Hartung, Kathleen M. - McNair
Hedegaard-Vacek, Carrie A. - 21st Street
Heger, Karen L. - Sarah Scott
Henderson, Yvette - Burbank
Hendrychowski, Gale A. - Grant
Hernandez, Alfredo - Allen Field
Herriges, Andrew C. - Webster
Herschleb, Tammy L. - Clement
Hill, Pamela R. - 65th Street
Hinkle, Kathleen M. - Whitman
Hintz, Gregg E. - EESS Center
Hofstede, Mary J. - Kluge
Holbrook, Julie E. - Roosevelt
Holifield, Gladys J. - Lincoln Avenue
Hoyt, Robert J. - Milwaukee H.S. of the Arts
Hughes, Marcus A. - Goodrich
Hunter, Johnson B. - Webster
Hurst, Kimberly A. - Gaenslen
Itzin, Kathleen A. - Sarah Scott
Jacobsohn, Tamar S. - EESS Center
Janowski, Dan M. - Custer
Jaszewski, Gerard P. - Fulton

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Jenkins, Nickola M. - 37th Street
Kaczmarek, James V. - Walker
Kaminski, Bonnie K. - Muir
Karman, Kevin R. - Garfield
Kasik, Andrew A. - Holmes
Kaufman, Clare - Burroughs
Kelnhofer, Thomas E. - Multilingual/ Multicultural
Kayser, Suzanne F. - Longfellow
Kenwood, Paul J. - Sarah Scott
Kernohan, Kathlene L. - Parkview
Kincaid, Carole - Sarah Scott
Kirsch, Corinne - Lincoln Middle
Klein, Karla K. - Sarah Scott
Kloko, Jeffery A. - Bell
Klovas, Kim M. - Alcott
Knox, Patricia A. - Dover
Kodish, Lisa C. - Bryant
Kohler, Lisa M. - Keefe
Koppa, Timothy D. - Sarah Scott
Korsi, Donna M. - Fritsche
Kostelnik, Kathryn M. - Audubon
Kotecki-Espinosa, Amy B. - Clemens
Kramlich, Marilyn, - Townsend
Krause, JoAnn M. - McNair
Kronschnabel, Christine M. - Clarke
Krueger, Dawn M. - EESS Center
Krueger, Paul N. - Audubon
Kucksdorf, Jodi L. - Roosevelt
Kugler, Dean R. - Day-to-Day
Ladwig, Mary C. - 65th Street
LaFosse, Enrique E. - Multilingual/ Multicultural
LaMarre, Judithann A. - Auer
Landherr, Theresa M. - Fulton
Landis, Margaret Y. - Walker
LaPlante, Amy L. - EESS Center
LaPorte, Natalie S. - Bell
Lasse, Audrey - Longfellow
Lawler, Monica T. - Wright
Lemmer, Peter M. - Sholes
Leopold, Kristine D. - Garfield
Lesko, Kim L. - Fritsche
Lesner, Deanna M. - Multilingual/ Multicultural
Lewis, Gwendolyn F. - EESS Center
Lewis, Katherine E. - Robinson
Lewis, Latrina - Emerson
Linden, David M. - Morse
Lobins, Kathleen A. - Holmes
Loe, Phillip T. - 21st Street
Lorbiecki, Sallyanne C. - Lloyd
Loss, Catherine A. - Mitchell
Loven-Durkey, Lisa - Morse
Low, Lisa - Goodrich
Lucht, Allan R. - Muir
Lugger, Robin M. - Holmes
Mach, Carey A. - Congress
Maddox, Kenneth L. - Community Recreation and Education Services
Malaha, Cheryl M. - Happy Hill
Malloy, Timothy - Maple Tree
Maloney, Julie M. - 53rd Street
Manthe, Colleen O. - EESS Center
Marciniak, Carolyn - Holmes
Markert, Susan A. - Burroughs
Marlow, Ann Marie - Multilingual/ Multicultural
Martin, Gregory L. - Sarah Scott
Martinez, Joan H. - North Division
Mayer, Carol A. - Starms Elementary
McArdle, Anne M. - Burdick
McCarthy, Katherine M. - Steuben
McDowell, Mildred - Bell
McElvain, Rosalyn H. - Starms Elementary
McGuff, Georgia A. - Edison
McGurty, Abby J. - Parkman
McKesson, Cynthia L. - Cass
McVicker, Marilynn - Lloyd
Meifert, Jacqueline L. - Clemens
Metcalfe, Alan D. - 27th Street
Metcalfe, Ruth E. - Irving
Mida, Catherine F. - Siefert
Midthun, Steven C. - Fulton
Milani, Jeffrey R. - 67th Street
Miller, Lynne R. - Burroughs

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Miller, Pamela A. - Forest Home Avenue
Miller, Stefanie - Clarke
Miller, Timothy K. - Riley
Mogielnicki, Shelley J. - Forest Home Avenue
Molter, Jeffrey W. - EESS Center
Mongin, David J. - Morse
Morvan, Paula A. - 88th Street
Moss, Bryant R. - Clarke
Moss, Orlando Jr., - Sarah Scott
Mott-Smith, Lauren A. - Sholes
Myles, Roberta - 88th Street
Narrai, Betsy S. - Kosciuszko
Nasir, Naseer, A. - Milwaukee Tech
Neumann, Tari A. - Sherman
Newsom, Melinda E. - Sarah Scott
Nguyen, Christine - Vincent
Nikutta, Kerry B. - Siefert
Noeske, Julie A. - Trowbridge
Noland, Carletta M. - Happy Hill
Nowak-Ahrens, Christine L. - Audubon
Nowakowski, Dorothy A. - Curtin
Nyswonger-Winkler, Christine M. - Steuben
O'Keeffe, Katherine M. - EESS Center
Olds, Emma J. - Fulton
Olvera, Anne F. - Sholes
Onela, Christina - Day-to-Day
Owen, Gregor - Morse
Oyler, Brian R. - King
Parlier, Matthew R. - Milwaukee H.S. of the Arts
Pearson, Michael M. - River Trail
Pecha-Koch, Jacqueline S. - Morgandale
Pelton, Susan K. - Franklin
Petersen, Karen - Franklin
Piasecki, Yvonne M. - Bell
Piaskoski, Cynthia A. - Congress
Pinzon, Maria C. - Multilingual/ Multicultural
Planning, Teri M. - MacDowell
Polacheck, David R. - Lady Pitts
Prahlow, Jane C. - Parkview
Prahlow, Matthew A. - Clemens
Pratt, Elizabeth A. - Waldorf
Radwill, James E. - Story
Ramey, Betty J. - Victory
Raymond, Morry L. - Fulton
Rehorst, Karen A. - Morgandale
Repetti, Dawn M. - Trowbridge
Richmond, Michelle R. - Audubon
Ringhand, Richard A. - Fritsche
Roberts, Raymond J.D. - Milwaukee H.S. of the Arts
Roegner, Michael - Fulton
Rogers, Carol D. - Cass
Rogers, Derrick D. - Grand Avenue
Rogers, Timothy P. - Garden Homes
Rohrer, Amy E. - Steuben
Rose, Carol B. - Fritsche
Rosin, Mark W. - Curtin
Rothman, Laura J. - Sarah Scott
Russ, Deborah A. - Lincoln Middle
Rutberg, Charlaine - Forest Home Avenue
Rymer, Susan L. - Alcott
Sabir, Muhammad - 67th Street
Saelens, Patricia A. - Wright
Saggio, Vickie E. - Fulton
Saindon, Michael R. - Maryland
Sampson, Gertheen - Lloyd
Sampson, Roslyn Y. - Parkman
Sanchez, Julann M. - Hamilton
Sander, Janet L. - 37th Street
Santos, Jesus - Fratney
Savola, Wilhelmine - 82nd Street
Sayler, Donna L. - South Division
Sayler, Russell L. - Day-to-Day
Schink, Linda Y. - Gaenslen
Schlueter, Jodene M. - Walker
Schmus, Margaret M. - EESS Center
Schultz, Robert E. - Sholes
Schuman, Kimberly K. - Edison
Schuster, Joy E. - Fulton
Screven, Rozanne - Sholes
Segalla, Lisa Jo. - Fritsche
Seroogy, Amy T. - Lincoln Middle
Shogran, Janis L. - EESS Center
Siewert, Teri - Bruce
Simmons, Donna R. - EESS Center
Simmons, Katrina F. - Riley
Simmons, Sandra Sue - Roosevelt
Simon, Siebrin S. - EESS Center
Simpson, Earl - Hayes

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Simuel, Nancy L. - EESS Center
Skipper, Susan A. - Muir
Smith, Yolanda - Burdick
Snyder, Amy M. - 35th Street
Soley, Rxanne M. - Silver Spring
Spaeth-Chen, JoEllyn - Holmes
Stang, Elizabeth K. - Kosciuszko
Stephan, Sharon L. - Guidance
Stevens, Christine M. - Milwaukee H.S. of the Arts
Stevenson, Judy L. - Philipp
Stinson, Angela M. - Garfield
Storer, Jennifer L. - Marshall
Strenger, Kristine L. - Fairview
Summers, Beverly R. - Bruce
Summers, Stevie B. - 81st Street
Swessel, Tammy S. - Robinson
Swosinski, Kelleen - EESS Center
Szidon, Michele M. - Lincoln Avenue
Thomas, Debra D. - Bryant
Thompson, Ellen M. - Sarah Scott
Thurow, Janiece M. - EESS Center
Todryk, David M. - Hopkins
Toetz, Jennifer G. - Victory
Torres-Balderas, Rosa M. - Walker
Townsel, Ella - Morse
Turney, Jane M. - Kilbourn
Ushi, Brenda F. - Morse
Varela, Wanda I. - Vieau
Vespalec, Patricia A. - Grant
Vlies, Eugene T. - EESS Center
Vuckovic, Marija - EESS Center
Wagner, James - Milw Tech
Waldschmidt, Dana M. - Walker
Walker, Dennis O. - Hayes
Waltersdorf, Lisa A. - Thurston Woods
Warren, Bruce D. - 82nd Street
Wasserman, Wendy J. - EESS Center
Watson, Vonna - Hopkins
Weber, Vivienne - Sarah Scott
Wegner, Diane L. - Grand
Weimer, Susan B. - Silver Spring
Werner, Vaughn - Fulton
Whalen, Kelly C. - 27th Street
Wiedmeyer, John H. - Wright
Williams, Cynthia M. - Riley
Williamson, Edwina K. - Hi-Mount
Woessner, William C. - EESS Center
Wolfgram, Wendy A. - EESS Center
Wortz, Carol L. - Gaenslen
Yarn, Douglas B. - Day-to-Day
Zagorski-Biermann, Deborah J. - 82nd Street
Zarse, Mary G. - Wisconsin Avenue
Zeaman, Jon - Doerfler
Zender, Debra - Kluge
Zielke, Timothy J. - Milwaukee Tech
Zuniga, Maria J. - South Division

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Anderson, Linda M. - Whitman
Anderson, Lonnie J. - Bell
Andrews, Kathleen A. - Auer
Balistreri, Rosemarie - Milwaukee H.S. of the Arts
Ball, Odell - 68th Street
Beckley, Jean D. - Doerfler
Benoit, Kathy A. - Forest Home Avenue
Besch, Pamela K. - South Division
Beyers, Beverly A. - Lincoln Middle
Bisbee, Gregory D. - Riverside
Bosanac, Jacalyn - Sarah Scott
Briggs, Brenda D. - Hamilton
Buckholt, Paul R. - Fernwood
Buquet, Karen R. - Grant
Carr, Steven T. - Day-to-Day
Ciganek, Richard B. - Washington
Clark, Annabel B. - Clement
Clay, Cynthia L. - EESS Center
Crandall, William H. - Marshall
Czukas, Rita J. - 82nd Street
Dang, Paul I. - Custer
Daniels, Eloise N. - Roosevelt
Davis, Al'Lean M. - Comprehensive Support Center
DeSimons, Trudy J. - Burroughs
Dess, Mary H. - Marshall
Diedrich, Glenn D. - Walker
DuCharme, Barbara J. - Audubon
ElAbdi, Khaled - Pierce
Ellertson, April M. - Edison
Erdmann, Julie L. - EESS Center
Everett, Janaan D. - Milwaukee Tech
Fanning, Debra S. - Clarke
Fennema, Mark R. - Juneau
Ferguson, Trudy L. - Wright
Fischer, Laura J. - 78th Street
Fisher, Barbara J. - Burroughs
Fisher, Billy R. - Webster
Fitzgerald, Michelle B. - Washington
Flores, Nydia I. - EESS Center
Font, Luz C. - South Division
Foyer, Allison L. - Franklin
George, Hearldean A. - Lee
Girouard, John R. - Sarah Scott
Goller, Sandra E. - Milwaukee Tech
Gorectke, Jean F. - 21st Street
Greb, Lynn A. - Community Recreation and Education Services
Gross, Batya R. - Mitchell
Gross, Dianne E. - Muir
Gudeman, Wendy A. - 37th Street
Hagenow, Amy B. - Maple Tree
Harris, Tanya E. - Garfield
Hassman, Elizabeth A. - Fairview
Hemze, Carol M. - Doerfler
Higley, David C. - Forest Home Avenue
Hildebrand, Kerrie A. - Gaenslen
Hushek, Sharon A. - Zablocki
Igl, Rita J. - Guidance
Johnson, Agnes S. - Edison
Jolley, Sylvester J. - Forest Home Avenue
Jordan, Kay T. - Maple Tree
Julien, Kristie D. - Day-to-Day
Kenseth, Jay K. - Washington
Kimmons, Shirley F. - Congress
Kinosian, Amy - Edison
Klein, Michelle B. - Clemens
Kothlow, Susan A. - Muir
Krafczyk, Penelope A. - Zablocki
Kratz, Rebekah M. - Phillis Wheatley
Kwass, Susan M. - EESS Center
Ladwig, Scott - Parkman
LaHay, Rita M. - Cass
Larson, Bonnie L. - Marshall
Leahy, Thomas J. - North Division
Leicht, Kathryn M. - 95th Street
Lennon, Janis K. - Happy Hill
Lichtig, Stephanie L. - Townsend
Lievens, Cynthia K. - Audubon
Lindstrom, Patricia A. - Zablocki
Magee, Veronica O. - Muir
Maldonado, Margarita - Longfellow
Maney, Michael J. - Fulton
Marshall, Darnell - LaFollette
Martin, Albert A. - Lincoln Middle
Matthews, Thomas E. - Lincoln Middle
McKay, Pamela - North Division
Medley, Marion I. - Bell
Menting, Sandra L. - Allen Field

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Midthun, Christine A. - Riley
Miller, Carol - Hayes
Miller, Larry F. - Day-to-Day
Molbeck, William R. - Community Recreation and Education Services
Moore, Geraldine A. - Wisconsin Avenue
Mueller, Susan A. - Community Recreation and Education Services
Muscavitch, Frederick H. - Guidance
Newhauser, Mary M. - Mitchell
Newson, Grace C. - Sarah Scott
Nunn, Connie C. - EESS Center
Ortiz, Maira Z. - Multilingual/Multicultural
Osinski, Terry A. - Hawley
Parey, Taimi L. - Mitchell
Payne, Julie - Kagel
Pecunia, Melissa A. - McNair
Peterson, Jeanine E. - Forest Home Avenue
Pluckhahn, Robert J. - Vincent
Polasky, Julie A. - Bell
Porter, Mary E. - Fulton
Post, Lonnie S. - Riverside
Reitman, Cherie L. - Washington
Rivas, Carmen - Community Recreation and Education Services, C.O.
Rogness, Geraldine R. - Manitoba
Roper, William C. - Comprehensive Support Center
Rosenfeld, Julie M. - Hawthorne
Rouiller, Terry J. - Lee
Ruppenthal, Christina M. - Bruce
Sanchez, Ibis H. - Edison
Sanchez, Jesse - Forest Home Avenue
Schecher, Mary K. - Whitman
Schimpf, David P. - Goodrich
Shebu, Christine M. - 67th Street
Sinclair, Willie M. - Milwaukee Tech
Smith, Alisia M. - Barton
Smith, Deborah A. - Hayes
Sojkowski, Heidi M. - 37th Street
Sosoff, Jacque L. - Granville
Steck, Noemi - Multilingual/Multicultural
Stefanovich, Daniel - Walker
Stotmeister, Patricia M. - Bilingual Education
Tarantino, Kristi A. - Fairview
Thomas-Berkley, Felecia - Forest Home Avenue
Tragash, Phyllis - Clarke
Trump, Julie A. - Keefe
Vena, Ralph M. - Day-to-Day
Wagner, Astrid J. - Zablocki
Walker, Lamont M. - Craig
Wamser, John F. - Clarke
Wied, Kathleen E. - Steuben
Wilkie, Christine M. - King
Wincapaw, Mary S. - Marshall
Witteman, Marcia L. - Edison
Woeste, Patricia M. - Auer
Wood, Terence M. - Fulton
Wranovsky, Gail R. - Hamilton
Wullschleger, Karl R. - Cass
Yardley, Kimberly K. - Douglass
Young, Gertrude E. - Comprehensive Support Center
Zarembka, Christine A. - Lancaster
Zastrow, Lori J. - Clement

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Adams, Susan M. - Fairview
Adesuyi, Gwendolyn B. - Edison
Adler, Susan M. - Burroughs
Allen, Kaye - 78th Street
Anderson, Julie - Fritsche
Anderson, Nancy L. - EESS Center
Andrzejewski, Kathleen - Forest Home Avenue
Anich, Sharon M. - North Division
Armstrong, Reginald K. - Fulton
Babby, Sharon - 37th Street
Badzio, Heidi E. - 82nd Street
Bajurny, Mark R. - Bay View
Baldewicz-O'Malley, Constance - Lady Pitts
Baldwin, Melissa - Pierce
Baltzley, Renee C. - EESS Center
Bankier, Phyllis M. - Lloyd
Barczak, Janet M. - Day-to-Day
Bare, Allen R. - Walker
Barnard, Deborah J. - 78th Street
Barnes, Mark A. - Craig
Barr, Kristina L. - Bell
Bartee, Pamela L. - Franklin
Bauer, Carla M. - 55th Street
Bauer, Laurie E. - Franklin
Baumann, Thomas R. - Morse
Baumgart, Amy - Allen Field
Bautista-Ruiz, Ofelia - Longfellow
Becker, Janice R. - Walker
Becklund, Lorreen R. - Pleasant View
Bednar, Barbara J. - Irving
Beese, Susan - Hopkins
Beirold, Sabine F. - Wright
Bell, Randi M. - Steuben
Benson, Olalekan A. - Lloyd
Berg, Nancy E. - EESS Center
Betancourt, Linda L. - Brown
Bettine, Cynthia L. - 31st Street
Bevirt, Wayne H. - Burbank
Bialas, Terri - Humboldt Park
Biersack, Heidi - Bryant
Bivins, Michelle R. - 67th Street
Blake, Ednarina - Burroughs
Blonien, Joann M. - Pleasant View
Blonien, Stephen D. - Bay View
Boberschmidt, Elizabeth - Lady Pitts
Boese, Thomas V. - Irving
Bohannon, Katherine H. - Walker
Bollmann, Jeffrey P. - Marshall
Bon, Myrta E. - Wisconsin Avenue
Bonds, Michelle R. - 67th Street
Booth, Tammy - Emerson
Borchardt, Marirose L. - LaFollette
Bosanac, Robert - Walker
Boschek, Marian R. - Clarke
Bounkert, Sombath - Washington
Bounket, Soumaly - South Division
Bourn, Tami A. - Bryant
Boutin, Constance - Clarke
Bradley, James L. - Hayes
Brager, Cynthia - Hayes
Branham, John - Audubon
Brazil, Sherita L. - KiIbourn
Brewer, Marge F. - Lee
Bridges, Diane - Barton
Brigden, Brigid E. - Wright
Brown, Sharlane R. - Burroughs
Brown, Thomas D. - Lancaster
Brueckner, Mary M. - Silver Spring
Buckley, Ann M. - Siefert
Burchardt, Renae A. - Gaenslen
Burnes, Robin A. - 82nd Street
Burns, Elizabeth K. - Kagel
Butler, Barbara D. - Allen Field
Byrd, Rocksand R. - Pierce
Caban-Quiles, Carmen M. - Allen Field
Campbell, Mary L. - King
Campos, Ida I. - Morgandale
Cao, Jiying - Muir
Carew, Jennifer - 81st Street
Carter, Lisa D. - Clement
Carter, Mark A. - 55th Street
Casper, Dennis - Riverside
Cecil, Kimberly J. - Browning
Charek, Margaret C. - Franklin
Charles, Bethany L. - Fritsche
Chatman, Patrick D. - Auer
Chelmo, Alice M. - Clarke
Chojnacki, Stephen P. - Robinson
Chucka, James R. - Kluge
Church, Barbara L. - Sholes
Ciotti, Diane J. - McNair
Clark, Julie A. - Bay View
Cockerham, Jean E. - Trowbridge
Coleman, Annie - Robinson

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Colloton-Walsh, Patricia L. - Fratney
Combs, Lisa D. - Gaenslen
Conrad, Nanette M. - Garden Homes
Copeland, Cathy A. - Sholes
Crayton-Smith, Alma - Phillis Wheatley
Cummings, Vaughn M. - Webster
Curley, Margaret M. - Browning
Czerwinski, Sandra L. - Burbank
Daniels, Catherine E. - Kosciuszko
Davids, Beth A. - 38th Street
Davis, Brenda J. - Bilingual Education
Davis, Mary K. - Hopkins
Davis, Michelle P. - Auer
Debot, Margot E. - Franklin
Deemer, Lori A. - Riverside
Deighton, - Robyn N. - Morse
Demier, Tracy A. - Maryland
Deperry, Gary K. - Custer
Derdzinski, John M. - Riverside
DiFrances, Joseph A. - Vincent
Dobbs, Melvyn W. - Audubon
Durovka, Susan J. - Walker
Eastern, Cynthia R. - Steuben
Edwards, Nathorn C. - Fulton
Eidsvoog, Marlys A. - EESS Center
Eiland, Elizabeth A. - North Division
Elliott, Kelly - Holmes
Engelmann, Julie M. - Morse
Engstrom, John - Washington
Erdtmann, Mary Ann - Day-to-Day
Eschrich, Christine A. - Lee
Evans, Charles - Emerson
Fager, Violet L. - Grant
Fairbanks, Patrick M. - Robinson
Farris, Julie A. - Webster
Feck, Jami - Thoreau
Feider, Margaret M. - 38th Street
Fendos, Janet R. - Garden Homes
Fenwick, Rachel - Alternative & Vocational Education
Ferrer, Marise - Holmes
Feyen, Andrea P. - Lee
Fisher, Henryette - EESS Center
Fisher, Jane M. - Longfellow
Fleming, Colleen M. - Longfellow
Fleming, Patricia A. - Custer
Flood, Christina A. - Lady Pitts
Foster, Carla M. - MacDowell
Fowler, Deanna - Webster
Frautschi, Pamela H. - Lincoln Middle
French, Christine M. - Vieau
French, Deborah J. - Washington
Gardner, Thomas D. - Wisconsin Avenue
Gau, Teresa R. - Burdick
Gaytan, Francisco T. - Fratney
George, Barbara J. - North Division
George, Carol - Sherman
Gilman, Rosanne - Grand Avenue
Glueckert, Jennifer L. - 31st Street
Gnatzig, Larry P. - Parkman
Goll, Laura A. - Palmer
Gomez-Cohn, Betzaida - Lincoln Middle
Gorman, Gayle M. - Palmer
Gorsuch, Mary B. - Cass
Goss, Timothy R. - Fratney
Grassmann, Diane M. - MacDowell
Gray, James R. - Bell
Greene, Cynthia Y. - Webster
Gremer, Andra D. - Craig
Grishaber, Virginia - Fernwood
Guajardo, Crisoforo - Kagel
Guenther, Laura L. - Hawthorne
Gumina, Michael A. - Holmes
Gumina, Susan M. - Wright
Gustafson, Amy L. - Whitman
Hage, Thomas W. - Grantosa
Hagens, Linda S. - Garfield
Haines, Anne L. - Fulton
Haisch, Kathleen A. - Kagel
Hale, Lori - LaFollette
Hale, Mary E. - Marshall
Hall, Kathleen M. - 65th Street
Hamilton, Eileen - Riley
Hankwitz, Holly - 37th Street
Hardy, Alexander - EESS Center
Harebo, Patti J. - Morgandale
Harmon, Carolyn - Mitchell
Harmon, Donna J. - Wright
Harris, Billy J. - Multilingual/Multicultural
Harris, Carol - Wright
Haupt, Joseph C. - Mitchell
Hayes, Linda M. - Morgandale

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Heinen, Rosemary A. - Hartford
Heller, Bonnie L. - Gaenslen
Helminiak, Karen C. - Forest Home Avenue
Hendricks, Cynthia A. - Siefert
Herrera, Alicia M. - Wisconsin Avenue
Hettinger, Kimberly - Townsend
Hetzer, David - Clarke
Hevey, Robynn D. - 55th Street
Hill, John R. - Edison
Hill, Kenneth C. - Craig
Hillebrand, Eric S. - Roosevelt
Hmielewski, Sara - Marshall
Hohl, Donna - 55th Street
Holbach, Lizabeth A. - Phillis Wheatley
Holland, Michelle M. - Gaenslen
Holman, Paula K. - Greenfield
Holzman, Christine M. - Philipp
Hopman, Judy - Muir
Horn, Kathleen E. - Madison
Howell, Steven W. - Lee
Hucke, Michelle M. - Fairview
Hudson, Stanley J. - Bell
Huffer, Jill C. - EESS Center
Hull, Rebecca S. - Burroughs
Huth, Carol S. - Burroughs
Hynst, Barbara A. - EESS Center
Jackson, Laura J. - Riley
Jacob, Tammie J. - Franklin
Jacobs, Karen L. - King Elementary
Jaeger, Diana L. - Holmes
Jammer, Robert L. - Hayes
Jasper, Judith E. - Greenfield
Javeed, Muhammad A. - Vincent
Jenkins, Cleo - Hayes
Johns, Mitzi L. - Burdick
Johnson, Allen - Roosevelt
Johnson, Audimishel C. - Morse
Johnson Jerome J. - Riverside
Johnson, Marie A. - Sholes
Johnston, Brenda V. - Dover
Johnston, Sherry L. - Bruce
Jones, Inia - Pierce
Jonet, Bonnie L. - Walker
Kaminski, Beth - 21st Street
Kartz, Michelle M. - Burroughs
Karwowski, Patricia A. - Muir
Keck, Kathleen L. - Kilmer
Kirby, William F. - Milwaukee Tech
Kirkwood, Doris L. - Fulton
Kitzke, Susan - Green Bay Avenue
Klammer, Raymond H. - 82nd Street
Klawon, Louise M. - Steuben
Klemm, Pamela A. - EESS Center
Klug, Donna M. - Steuben
Knackert, Anne F. - Webster
Knox, Valerie L. - 31st Street
Kobelsky, Ann M. - Philipp
Kolberg, Patricia A. - Allen Field
Kolek, Susan L. - Humboldt Park
Koltz, Elaine C. - Pierce
Kondich, Tania - Pierce
Konigsfeld, Mary M. - EESS Center
Koopmann, Kristine A. - Siefert
Koos, Christina A. - Keefe
Kopp, Karla L. - Bay View
Kosmider, Allison L. - 31st Street
Kowalkowski, Julie A. - EESS Center
Krause, Barbara A. - Clarke
Krawczyk, Laura - Steuben
Kroncke, Robert N. - King
Krueger, Elizabeth A. - Bell
Krueger, Tammi S. - Maple Tree
Kruser, Theresa - Grantosa
Krysiak, Karen M. - Story
Kulas, Diane M. - 27th Street
Kulich, Teresa A. - Granville
Kunkel, Amy E. - 82nd Street
Kurth, Edmund E. - Sholes
Kutner, Mary E. - Burdick
Kyle, Janie G. - Fritsche
Labonte, Peter G. - 88th Street
Lahr, Cary P. - Grant
Lama, Elizabeth - Pleasant View
Lamping, Mary L. - Victory
Landmark, Kari K. - EESS Center
Lange, Ann Marie - LaFollette
Laufer, Dona H. - Sherman
Laufer, Michael F. - Bell
Lawrence, Marla - Morgandale
Leal, Sylvia - Forest Home Avenue
Lee, Robert S. - Steuben
Leonard, Dennis L. - Roosevelt
Lepkowski, Mary M. - Parkman
Lester, Margaret R. - Custer
Leverence, Michelle - Custer

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Lex, Christine M. - Maryland
Lincoln, Mary - Maple Tree
Lindert, Hannah - 88th Street
Loeschmann, Dawn M. - Burbank
Lopresti, Joan M. - Comprehensive Support Center
Lorenzana, Nydia M. - EESS Center
Loss, Andrea M. - Custer
Louis, Maureen T. - Audubon
Loyda, Peter H. - Burroughs
Lozada, Abida - Milwaukee Tech
Luft, Frederick W. - Browning
Lund, Timothy - Day-to-Day
Lundberg, Julia A. - Kosciuszko
Machi, Nina F. - Burroughs
Maciejewski, Rachel M. - Garden Homes
Malesza, Ann E. - Waldorf
Maney-Meer, Nancy - Clarke
Maresh, Mary H. - Burroughs
Markon, Ann Marie - 65th Street
Marquardt, Colleen E. - Milwaukee Tech
Martin, Julie M. - Lowell
Martin, Lawrence C. - North Division
Matenaer, Lisa M. - Hamilton
McConnell, Susan F. - Grant
McDonald, Diane - Fulton
McGilvary, Yvonne M. - Hopkins
McGuire, Susan L. - Irving
McKillip, Rita J. - Garden Homes
McKnight, Marilyn M. - Forest Home Avenue
McMahon, Veronica A. - 31st Street
McNab, Michele M. - King Elementary
Meinen, James A. - Keefe
Menefee, Lisa M. - Riverside
Mentovay, Sharon D. - Silver Spring
Meyer, Stephanie L. - King
Michalski, Gale E. - Washington
Michaud, Constance A. - Burdick
Michaud, Peter J. - Cooper
Miller, Kathleen A. - Day-to-Day
Misurek, Kathleen M. - Holmes
Mitchell, Steven J. - Robinson
Mlynarek, Thomas - Lee
Mockus, Patricia A. - Forest Home Avenue
Mohr, Jane H. - Parkman
Moore, Joseph R. - Madison
Moran, Jodi L. - Edison
Moravec, Jeffrey S. - Parkman
Morris, Ava - Vincent
Mortimer, Norma S. - Morse
Mueller, Andrea N. - Emerson
Murphy, Janet L. - Kosciuszko
Naus, Matthew R. - Victory
Nehring-Brodie, Robin L. - Longfellow
Neuman, Kathleen - King Elementary
Neumann, Carolyn S. - Parkview
Nevaranta, David N. - EESS Center
Newcomb, Jonathan - Riley
Nichols, Carol T. - Stuart
Nielsen, Julia K. - Townsend
Niemczyk, Elizabeth M. - Lincoln Avenue
Niemiec, Sharon L. - Burdick
Norton, Douglas C. - Muir
Novotny, Carol Ann - LaFollette
Nussberger, Julie M. - Burroughs
Nyholm, Dawn R. - Neeskara
O'Connor, Jennifer - Webster
Ogorek, Michelle M. - Franklin
O'Hara, Anne E. - Green Bay Avenue
Oldenburg, Karen S. - Steuben
Oliva, Jacalyn - Clarke
Oliver, Cynthia L. - Walker
O'Neill, Julie G. - EESS Center
Osbourne, Catherine - Humboldt Park
Osmer, Lois - Grand
Otto, Jennifer A. - Bell
Owens, Phil L. - Sarah Scott
Pachi, Matthew A. - Walker
Paden, Marion - Sherman
Pakulski, Jill M. - Franklin
Paprocki, Anne-Marie - Audubon
Parker, Joel M. - LaFollette
Pastors, Maureen A. - Steuben
Patterson, Jane M. - Fritsche
Patton, Tresha L. - Multilingual/ Multicultural
Paul, Joseph F. - Golda Meir
Pawlak, Vera M. - Forest Home Avenue

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Pechauer, Catherine A. - Sholes
Pera, Lois E. - Fulton
Peterson, Jeralynn - Clemens
Pinkham, Connie E. - Franklin
Plautz, Philip A. - Craig
Posley, Keith P. - Franklin
Powers, Margaret A. - Palmer
Pozorski, Tanya M. - Sholes
Prasad, Kirti - Bryant
Pribyl, Sheila M. - Keefe
Prodehl, Richard H. - Pleasant View
Propsom, Cheryl L. - 27th Street
Purpora, Nancy L. - Sholes
Quigley, Maggie - Phillis Wheatley
Quillin, Michelle - 78th Street
Radowicz, Jodi - Audubon
Ragonese-Martin, Tina M. - Cass
Rahn, Paula J. - Webster
Reed, Diane - Hamilton
Reedy, Michael G. - Roosevelt
Reesman, Lynn A. - Burroughs
Regan, Diane M. - Hayes
Reid, Gregory - Palmer
Reinke, Robbie L. - Fernwood
Rendel, Debra J. - Bell
Riebesehl, Jr. Dale M. - Lee
Rivera, Carmen A. - Kosciuszko
Rivera, Maria A. - Lincoln Middle
Robbins, Lisa G. - Webster
Roberts, Tracy A. - Webster
Robertson, Scott S. - Neeskara
Rodabaugh, Heather L. - Wright
Rodriguez, Elizabeth A. - King Elementary
Rodriguez, Margaret A. - EESS Center
Roell, Julie A. - Hawthorne
Rogers, Celestine L. - Kosciuszko
Ross, Edward - Burroughs
Rost, Ronald A. - Parkman
Rowley, Wendy E. - Goodrich
Ruiz, Gregory D. - South Division
Runnoe, Melinda - Burbank
Rupert, Dorothy S. - Vieau
Rushing, Judieth R. - Garfield
Rutter-Smith, Jean - Gaenslen
Ruzinski-Smith, Mary M. - Steuben
Salamone, Susan R. - Hawley
Sampson, Henry W. - Grant
Sanchez, Teresa - South Division
Sathe, Jeff, - Sarah Scott
Sayavong, James B. - Wisconsin Avenue
Scaffidi, Jason T. - Sholes
Scaglione, Corrine M. - Victory
Schacht, Darren V. - Lee
Scharf, Colleen M. - Lee
Schmidt, Dawn - Siefert
Schroeder, Jay B. - Bay View
Schroeder, Jennette M. - Lancaster
Schultz, Kathy Rose - Waldorf
Schulz, Jenny R. - Burbank
Schwarzenberger, Eric A. - Zablocki
Schweinert, Margaret A. - Bryant
Scudder, Jacquelyn J. - Hamilton
Segalla, Randy J. - Sarah Scott
Sem, Barbara A. - Morgandale
Sharpe, Ju1ie L . - King Elementary
Shed, Sandra G. - Goodrich
Shepherd, Claire L. - North Division
Shinners, Gerald J. - Morse
Short, Catherine I. - 35th Street
Shultis, Susan J. - Bell
Silbernagel, Thomas - Milwaukee H.S. of the Arts
Skaleski, Megan S. - Gaenslen
Skonecki, David R. - Burdick
Sliwinski, Ei1een R. - Burdick
Smith, Karen E. - Pierce
Smith, Wendell J. - 27th Street
Sojkowski, Paul D. - Edison
Spoerk, Lucille R. - 88th Street
Staral, Margaret A. - Bruce
St. Aubin Elbrough, Deborah - Muir
Staude, Lisa A. - Audubon
Steebs, Scott H. - Lloyd
Steiner, Janell N. - Grantosa
Stemper, Joanne F. - Community Relations
Stoffel, Deborah S. - Victory
Stoker, Linda J. - Fernwood
Stokman, Cynthia - Fritsche
Stout, Mary K. - LaFollette
Studer, Kathleen R. - 27th Street
Stueckroth, Amy N. - Mitchell
Suderland, Elizabeth M. - Hampton
Sullivan, Colleen B. - Hamilton
Suprise, Karina L. - Fernwood

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Swick, April M. - Clement
Sylvester, James D. - Multilingual/ Multicultural
Talcott, Karl R. - Audubon
Tambellini, Paulette H. - Palmer
Taylor-Evans, Michele - MacDowell
Thao, Koua F. - EESS Center
Thomas, John P. - Walker
Thomas, Roger A. - Bilingual Education
Thomas, Susan L. - Auer
Thomas-Diedrich, Karen - Story
Thompson, John K. - Fritsche
Thornton, Terri J. - Audubon
Tillman, Tracy L. - Alcott
Tompkins, Steven R. - Edison
Treffert, Lynn M. - Bell
Triulzi, Renee - Custer
Turner, Caryl L. - Madison
Tyshynsky, Ulana - Hartford
Ullmann, Nancy - Bryant
Van Atta, Katherine - Hampton
Vance, Jessie A. - 81st Street
Vandwalle, Elizabeth - EESS Center
Vang, Nou S. - Milwaukee Tech
Van Ryzin, Michelle G. - Hartford
Vargas, Romina H. - 55th Street
Vartanian, Ashod - Gaenslen
Vavra, Jane L. - Granville
Vian, Janet M. - Kosciuszko
Vinson, Dollie M. - Palmer
Vogel, Ben A. - Custer
Vogel, Elizabeth - 81st Street
Wagner, John D. - Parkman
Wahlstrom, Pamela - Lancaster
Waldera, Peggy A. - Bryant
Walker, Adam B. - Craig
Walker, Denise M. - Story
Walkner, Douglas J. - Milwaukee Tech
Wallander, Cheryl A. - Fratney
Walsh, Carol L. - Sholes
Walsh, Joseph R. - Riverside
Wargin, Mary M. - Bryant
Warltier, Betty L. - EESS Center
Warren, Jeffrey W. - Sholes
Washington, Robert L. - 53rd Street
Watson, Richard L. - Comprehensive Support Center
Weber, Ellen E. - Manitoba
Weissman, Michele A. - Clemens
Wellmuth, Jacqueline - LaFollette
Werking, Meg - Muir
Wesson, Julianna J. - Wright
Whalen, Leslie A. - Webster
White, Laura J. - Longfellow
Wielebski, Michelle G. - Day-to-Day
Wiggins, Bernice - Curtin
Wilkinson, Patricia A. - Multilingual/ Multicultural
Winfield, Mary P. - 31st Street
Winter, Christine - Phillis Wheatley
Winterkorn, Lisa - Elm Creative Arts
Wirsching, Susan E. - 55th Street
Wiskerchen, Lori A. - 37th Street
Wisniewski, James A. - Cass
Wittig, Jane E. - 27th Street
Wolak, Gregory G. - EESS Center
Wolf, Timothy W. - Day-to-Day
Wolters, Ginet - Grand
Wroblewski, Amy - Bay View
Xiong, William J. - Guidance
Yach, Linda A. - Morse
Young, Jennifer L. - Day-to-Day
Yule, Mary Beth - Gaenslen
Zaffiro, Debra M. - 55th Street
Zager, Mark R. - Audubon
Zaks, Judith - Sherman
Zastrow, Valerie M. - Manitoba
Zbichorski, Joseph B. - Story
Zerger, Judith L. - Phillis Wheatley
Zimney, Michelle M. - 95th Street

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Baldewicz, Merrie, L. - EESS Center
Beitzel, Nancy E. - Story
Ben-Shalom, Miriam - Riverside
Boucher, Linda A. - 38th Street
Boz-Stolcers, Shannon M. - 95th Street
Burns, Amy L. - Garfield
Campbell, Tongenell L. - Parkview
Carter, Geoffrey M. - Day-to-Day
Childs, Gary - Community Recreation and Education Services
Christenson, Jennifer R. - Alcott
Damask, Cynthia - Pierce
Draxler, Jaclyn A. - 8th Street
Drobnik, John H. - Mitchell Alternative
Dulmes, David J. - Lee
Edwards, Felicia - Parkman
Edwards, Terina G. - Webster
Fahser, Danielle C. - Grant
Farrell, Anne M. - Garden Homes
Fischer, Susan - Bruce
Fleming, Amy L. - EESS Center
Fogel, Brenda K. - Marshall
Freeman, Mary A. - Congress
Garrison, Eugene G. - Forest Home Avenue
Gianos, Amy S. - Morgandale
Greb, William H. - Marshall
Gulbronson, Cynthia A. - Riley
Gutierrez, Jacqueline - Holmes
Hamilton, Robert A. - Hayes
Harsch, Jacqueline L. - Audubon
Hart, Curtis M. - Fairview
Heck, Sally B. - EESS Center
Heilman, Victoria A. - Phillis Wheatley
Herbst, Denis J. - Browning
Hernandez, Elvia - Vieau
Hilmarsdottir, Hildur - Burdick
Jensen, Linda R. - Philipp
Kenitzer, Jane L. - EESS Center
Kerznar, Gayle E. - Lincoln Middle
Klemp, Amy N. - EESS Center
Kluge, Beverly F. - Mitchell
Konkel, Jane E. - Day-to-Day
Korsi, James E. - Parkman
Kraus, Nina E. - Pulaski
Lane, Ray U. - Bay View
Lisowski, Rochelle S. - Pulaski
Locklear, Bettye L. - Morse
Lopez, Maria T. - 27th Street
Lozada, Elias A. - Hamilton
Lozada, Talitha S. - Allen Field
Lydolph, Andrew H. - Kosciuszko
Manke, Rebecca L. - Bell
Maynard, Maryann - Kilbourn
Meyer, Jill B. - Burbank
Meyers, Matthew E. - Holmes
Michaels, Rebecca L. - Green Bay
Molter, Jeffrey W. - EESS Center
Nwagbaraocha, Victor C. - Custer
Omdahl, Lorraine J. - Phillis Wheatley
Palacio, Yvonne M. - Wright
Pearson, Elizabeth A. - Townsend
Prichard, Marie A. - Engleburg
Radmanovic, Marko - Burdick
Railsback, Janet N. - Carleton
Reiter, Marcia L. - Roosevelt
Rezash, Julie A. - Phillis Wheatley
Rodriguez, Maria S. - Palmer
Ruiz, Jacqueline E. - Burroughs
Savage, Michelle A. - Roosevelt
Schauer, Joseph M. - Custer
Schuenke, Gayle R. - Pulaski
Schultz, Gloria M. - King Elementary
Seisdedos, Dorcas R. - Holmes
Sell, Carolyn A. - Bruce
Simonson, Kriste L. - EESS Center
Smith Joel J. - Hampton
Stoll, Mary M. - Grant
Sumner, Joan K. - Webster
Thomas, Michele - Webster
Volez, Sally - Keefe
Wanta, Karen A. - Trowbridge
West, Thomas D. - Hamilton
Williamson, Joanne M. - Trowbridge
Witzke, Lisa T. - Victory
Xiong, Chris - Story
Zelewski, Patricia - North Division

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Abraham, Irma M. - 65th Street
Adams, JoElla - Auer
Aizen, Fred - Alternative and Vocational Education
Alcorta, Robert A. - EESS Center
Amukele, Rosaline 0. - Forest Home Avenue
Araujo, Bridget - Douglass
Axline, Sandra L. - Silver Spring
Barkow, Elizabeth K. - Bryant
Barnard, Denis G. - Auer
Baumhardt, Beth E. - Roosevelt
Beckers, James R. - North Division
Berg, Guenther W. - North Division
Bersch, Jeffrey T. - Edison
Biermann, Deanna E. - River Trail
Bolanos, Catherine - Morse
Braxton, Jerrell J. - EESS Center
Buczek, Jeffrey D. - North Division
Bukowski, Geralyn B. - Palmer
Burns, Edward J. - Sholes
Burns, Robin L. - Whitman
Burris, Alethea A. - Sherman
Buss, Robert T. - Lee
Byzewski, Jennifer L. - Brown
Camacho, Luis E. - EESS Center
Campbell, Colleen - Wright
Champeau, Sharon E. - 67th Street
Cheyne, Michele C. - Hamilton
Chudy, Kathleen A. - Doerfler
Clark, Denise A. - Hopkins
Clark, Kelly A. - Walker
Clemens, Christine M. - Bryant
Coleman, Eric C. - Webster
Dahlke, Catherine E. - Bryant
Dale, Michelle R. - Muir
Darby, Barbara R. - Audubon
Davis, Jennifer L. - Goodrich
Deblitz, Lucy M. - Muir
Dennee, Peter D. - Grand
Desotelle, Anne K. - Lloyd
Dittmar, Wendy S. - Clement
Dobbs, Mary L. - EESS Center
Dombrowski, Kim M. - Pierce
Donnell, Martha L. - Webster
Dorsey, Rosita J. - Pulaski
Drobac, Nadine - MacDowell
Due, Phillip R. - Pierce
Dummer, Katherine H. - Sherman
Dunkerson, Alma R. - Franklin
Dunn, Mary K. - 21st Street
Ebert, Ruth E. - Engleburg
Egan, Kathryn A. - Sarah Scott
Ehlinger, Nancy M. - King
Ergen, Gregory C. - EESS Center
Eyssautier, Lisa A. - Grant
Fahl, Denise L. - Sherman
Fay, Janine M. - Day-to-Day
Feierstein, Heidi A. - Emerson
Fein, Kathleen F. - Burroughs
Fendry, Michael E. - Lincoln Avenue
Fernandez, Emily M. - EESS Center
Ferschl, Donna B. - Maple Tree
Fischer, Heidi A. - Bryant
Fischer, Karen E. - 37th Street
Fisher, Joel A. - Kilmer
Flom, LuAnn F. - Franklin
Fox, Kathryn M. - 37th Street
French, David J. - Clement
Gaudynski, Susan - Keefe
Gesell, Susan M. - EESS Center
Gonzalez, Maria N. - Riverside
Goodavish-Guten, Mary - Maryland
Goode, Teri L. - Kosciuszko
Gottinger, Rock M. - Day-to-Day
Graves, Daria - Kilbourn
Gregorcich, Meg J. - 88th Street
Gutierrez, Marisol - Wisconsin Avenue
Hanick, Angie M. - Happy Hill
Harrington, Patrick J. - EESS Center
Harris, Ijoister - Robinson
Harrison, Colleen M. - Kilbourn
Harrison, Sheryl E. - Allen Field
Hasbrook, Kristin G. - Siefert
Heimbold, Nancy L. - EESS Center
Hernandez, Yolanda - Holmes
Herold, Laura C. - Siefert
Herriges, Kristen A. - Fritsche
Herro, Janelle H. - Clarke
Hibben, Michael R. - Fritsche
Himden, Joseph A. - 27th Street
Hoffman, Deborah A. - Robinson
Hoffmann, Ann M. - Siefert
Hokenson, Michelle K. - Starms Elementary
Holinka, Kathy M. - Hopkins

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Holland, Mark E. - Golda Meir
Hollinger, Rosann L. - Fritsche
Horvath, Wendy A. - Washington
Howland, Jean H. - 37th Street
Hren, Michele J. - Cooper
Hubbard, Gloria J. - Kosciuszko
Hudrick-Tracy, Tracy A. - Roosevelt
Huenink, Heidi L. - 67th Street
Hugin, Kathie S. - Webster
Ijomah, Adlena A. - Gaenslen
Immel, Valerie V. - Brown
Ingram, Barbara J. - EESS Center
Jackson, Betty D. - Cass
Jackson, Pandora - Grantosa
Jaeger, Jane S. - Parkview
Johnson, Arnetta M. - Clement
Johnson, Melissa I. - Sholes
Johnson, Ronnie - Lee
Johnson, Sylvia M. - Day-to-Day
Jones, Terri A. - Lapham Park
Joyce, Nancy A. - EESS Center
Joys, Kathryn A. - Lancaster
Kadera, Mary L. - Sarah Scott
Kallies, Susan J. - Custer
Kanning, Ruth E. - Sherman
Karls, Ann M. - 31st Street
Kitscha, Patricia M. - Congress
Klabunde, Michelle D. - Fritsche
Klandrud, Lisa J. - Irving
Knoespel, Christine L. - Victory
Korducki, Richard A. - EESS Center
Kosobucki, Brenda L. - Brown
Krall, Donald E. - Muir
Krause, Erin E. - Fratney
Kreuser, Thomas D. - Wright
Kreutz, Karen L. - Roosevelt
Krygiel, Mary B. - Vieau
Kumbera, Kris M. - Kluge
Kush, Margaret R. - Sarah Scott
Kushner, Mary M. - Phillis Wheatley
Laeser, Heidi A. - Community Recreation and Education Services
Lalko, Mary E. - Edison
Layer, Linda L. - Roosevelt
LeClair, Melissa K. - Bryant
Leonard, Michelle A. - Zablocki
Lewis, Kimberly - Steuben
Li, Chieh - EESS Center
Lieber, Mary M. - Goodrich
Lietz, Priscilla Y. - Auer
Lieven, Susan L. - Edison
Loesl, Susan D. - Elementary and Secondary Education
Loomis, Thomas - Fratney
Lopez-Zaragonza, Irma - Kosciuszko
Lukacs, Michelle G. - Pierce
Madison, Andrea D. - Walker
Mahler, Christine M. - Tippecanoe
Makurat, Janice L. - Mitchell
Manion, Lori L. - Kosciuszko
Marisch, Dawn C. - 37th Street
Marks, Dana E. - 37th Street
Marquez, Sara - Vieau
Martin, Helen L. - Parkman
Martin, Mary A. - Audubon
Martin, Teresa G. - Curtin
Mattmiller, Thomas M. - Bell
Mazzie, Amy M. - 81st Street
McElvain, Katrice - Audubon
McFaden, Beth A. - Stuart
McSherry, Sharon L. - Burdick
Menzies, Susan J. - Goodrich
Middleton-Imperl, Lisa M. - Trowbridge
Miles, David M. - Grand
Miller, Karen C. - Holmes
Miller, Lisa G. - EESS Center
Miller, Mary A. - Parkman
Miller, Mary B. - Hampton
Miller, Maureen E. - Goodrich
Miller, Ruth - Allen Field
Mineau, Gordon P. - Fernwood
Minik, Stephen J. - Marshall
Mohr, Jayne M. - Brown
Morales, Adrienne J. - Maple Tree
Moritz, Kay L. - 35th Street
Moses, Steven A. - Maple Tree
Mueller, Eric M. - 37th Street
Muhonen, Debra S. - Bruce
Nennig, Therese M. - Holmes
Nesmith, Karen J. - King Elementary
Neubert, James B. - EESS Center
Nichols, Julie A. - Pierce
Nolan, Patricia M. - Kosciuszko
O'Day, Kelly K. - Bell
O'Malley, Jayne M. - Muir
O'Rourke, Carmene M. - Trowbridge
Owens, Linda C. - Burbank
Paccagnella, Lisa - Goodrich

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Palmer, Mary Beth - Burroughs
Passante, Anna Marie - South Division
Pearson, Lisa A. - Grantosa
Perinovic, Nancy A. - Auer
Petroff, Robert J. - Hamilton
Petzold, Peggy L. - Bell
Pittman, Barbara N. - Craig
Placek, Laurie A. - McNair
Plagens, Marcia L. - Keefe
Plennes, Cynthia A. - Clement
Ploeger, Lynda C. - Barton
Powell, David M. - North Division
Powell, Susan C. - Kagel
Prather, Marc W. - Juneau
Pryzbyla, Daniel J. - Parkman
Pucci, Suzanne M. - South Division
Purefoy, Cornelia V. - 65th Street
Rahming, Carmen M. - Maple Tree
Randall, Gerard A. - Bell
Ray, Matthew E. - MacDowell
Reed, Brenda R. - Fulton
Reetz, Charla R. - Holmes
Richard, Elizabeth L. - Hawthorne
Richter, Lisa A. - EESS Center
Rideout, Heidi K. - Bruce
Rieck, Paula J. - Happy Hill
Roberts, Susan E. - Parkman
Robins, Pamela L. - Palmer
Robinson, Kelvin J. - King Elementary
Rodriguez, Lisette M. - Riverside
Roginske, Lynn A. - Tippecanoe
Rohlfing, Sharon K. - Story
Rolling, Deborah J. - 82nd Street
Rondinelli, Cathy - Hi-Mount
Roschke, Judith A. - Parkman
Roth, Cynthia M. - Fritsche
Rozga, Susan E. - Holmes
Ruedt, Lora - Fritsche
Russell, Michelle C. - Grantosa
Sabat, Irene M. - Holmes
Scherbarth, Denise K. - 55th Street
Scherbert, Therese M. - 67th Street
Schmahl, Stephanie H. - EESS Center
Schnell, Christopher H. - Vincent
Schroeder, Sandra J. - Bell
Schulte, Clara A. - Douglass
Schumacher, Elizabeth M. - Burroughs
Schwaller, Mary E. - 27th Street
Scicero, Mari Jo - EESS Center
Sheehan, Jacqueline A. - Kluge
Shepich, Robin S. - Maple Tree
Silverstein, Mark A. - Fulton
Smirl, Tamar D. - Edison
Smith, Daron K. - Bell
Smith, Joe H. - Day-to-Day
Smith, Judith - MacDowell
Smith, Rebecca J. - North Division
Spear, Susan - Lancaster
Springob, Barbara M. - Roosevelt
Stachnik, Laura M. - Fritsche
Staff, Katherine F. - EESS Center
Stardust, Merry L. - Auer
Steavpack, Kimberly A. - Siefert
Stoltz, Paul L. - Fulton
Stoner, Mary S. - Clement
Suggs, Pamela L. - Kosciuszko
Sujud, Abdullah M. - Riverside
Sullivan,Mary L. - Day-to-Day
Swieciak, Sue A. - Muir
Szewczuga, Heidi M. - Story
Tauferner, Deborah L. - Robinson
Taylor, Mary M. - Clemens
Terranova, Stephanie K. - Clarke
Thomas, Janis M. - Vincent
Thurston, Frances H. - 21st Street
Tillman, Catherine G. - King
Timm, Heidi S. - Kilbourn
Usinger, Nicki H. - Walker
VanDerLoop, Christine - Alternative and Vocational Education
Vlachina, Nancy J. - Webster
Voigt, Fred C. - Hopkins
Walker, Jacqueline S. - Fulton
Walsh, Cathleen B. - Hampton
Wastrack, Richard H. - Kosciuszko
Watts, Margetrie - Fairview
Weber, Connie J. - Waldorf
Weisbeck, George - EESS Center
Wells, Peter M. - LaFollette
Westley, Allison K. - 31st Street
Wetzel, Deena R. - EESS Center
Whalen, Donna A. - Allen Field
White, Dennis L. - Sholes
White-Johnson, Nanette D. - 27th Street
Wilds, Joy H. - Palmer
Williams, Sherry B. - Riverside
Witter, Mark A. - Walker
Wojczulis, Donald E. - Lancaster
Wright, Denise S. - Bruce
Yench, Darice R. - Robinson
Zinda, Renee - 65th Street
Zizzo, Nick - Fulton

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two 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

ASSISTANT PRINCIPALS
(Completing One Semester)

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

ASSISTANT PRINCIPALS
(Completing Two Semesters)

Winnifred L. Aitch
Mae O. Beard
Rose M. Carr
Beverly A. Conner
Richard G. Czeszynski
Timothy C. Duax
James E. Godwin
Goldie M. Hall
George E. Kazel
Cheryl V. Kennis
Jack I. Marcussen
Erico Ortiz
Michele A. Oxman
Jewell E. Riano
Roy R. Robertson
Luis A. Salazar
Gayle J. Schmitz
Mark A. Silverstein
Cathy B. Simpson
Peggie J. Swift
Patricia J. Walia
Ella J. Washington
Deborah K. Wheeler
Larry Williams

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing Three Semesters)

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Nancy Conner
Joseph Nemoir
Phyllis K. Spence

PRINCIPALS
(Completing Four Semesters)

Deborah Bent
William Brown
Daniel J. Donder Jr.
Jerry Fair
Yvonne Hopgood
John E. Johnson
Joan M. Kuehl
Rogers E. Onick
Morgan S. Phenix
Raymond Robinson Jr.
Glenn W. Schilling
Michael P. Sonnenberg
Efrain Vila
Donna L. Zoble

ASSISTANT PRINCIPALS
(Completing Four 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
Gloria B. Erkins
Rosetta O. Foote
Marguerite J. Guy
Nancy A. Harrison-Menendez
Thomas E. Hesiak
Archie L. Ivy
Dorothy A. Johnson
Ramelann Kalagian
Mark A. Kuxhause
Ceola M. Mayberry
Nancy McLure
Catherine E. Miles
Milford F. Moffett Jr.
Clara B. Moore
Barbara J. Stewart
Deborah A. Thompson

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing Five Semesters)

Susan K. Buss
Harry Oden

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Jerome L. Hamm
Hillary R. Mayes
Debra L. Wallace

PRINCIPALS
(Completing Six Semesters)

Terrill H. Balster
Kathleen A. Brau
Victor R. Brazil
Jacquelyn Brimley
Sallie A. Brown
Jane M. Empey-Theep
Robert E. Kraiss
Clark Lovell, Jr.
Sarah S. Martin
Robert A. Miller
Norman I. Mishelow
James M. Novak
Robert J. Schleck
Carol A. Schmuhl
Bettye J. Washington

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Ralph A. DeVito
Bobbie A. Griffin
Dolores Keirn-Jackson
Donald A. Krueger
Maria L. Tovar
Catherine F. Washabaugh
Nancy A. Weber
Robert W. Wenner
Gregory A. Wong
Gwyneth A. Young

SUPPORT STAFF

(Completing One Semester)

(Completing Two Semesters)

James Gother

(Completing Three Semesters)

Roger Dobrick
Leon Ivory
Donna Littlehale
Gail Sanders

(Completing Four Semesters)

Joanne M. Colombo
Jody A. Jedlicka

(Completing Five Semesters)

Coy W. Davis, Jr.
Dorothy J. Placide

(Completing Six Semesters)

Barbara A. Rodriguez-Graf
Carol R. Topinka

Your Committee recommends that the probationary personnel listed above be reappointed, contingent upon proper Wisconsin certification.

* * * * *

(ITEM 5) Pursuant to both state statute and the Rules of the Milwaukee Board of School Directors, the appointment of any probationary employee shall be effected only upon nomination by the Superintendent. This Board has also interpreted its own rules to require that the act of nonreappointment by the Superintendent of a probationary employee serves to terminate that probationary employee's employment in the district from his/her present position with no further action required by the Board.

In accordance with the aforementioned, the Superintendent provided the Board, for informational purposes only, the names of the following probationary employees he did not nominate for reappointment:

Name	Present Position
Cecil Austin	Principal, North Division High School
Saul Herrera	Principal, Multilingual/Multicultural Academy
Cora Coleman	Assistant Principal, Parkman Middle School
Mary Kmiotek	Assistant Principal, Muir Middle School
Andrew Ward	Assistant Principal, Pulaski High School

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(ITEM 6) The Superintendent recommended approval of the following leaves of absence effective as of the dates indicated:

Illness leave, to June 15, 1992:

Marilyn Haug	Grant	April 29, 1992
Kieran Stegeman	Lincoln Middle	January 2, 1992
Roy Yopps	Morgandale	May 5, 1992

Personal Leave, to June, 1993:

Veronica Jondle	78th Street	August, 1992
Cheri Riehle	EE & SS Center	August, 1992
Ruth Tamayo	Fratney	August, 1992

Sabbatical Leave, to June, 1993:

Lou Dengler	Brown	August, 1992
Nina Zealy	MacDowell	August, 1992

Extension of Leave for Illness, to June, 1993:

Joan Siordia	On Leave	August, 1992

Extension of Leave for Maternity, to January, 1993:

Karen Coleman	On Leave	August, 1992
Karen Flanagan	On Leave	August, 1992
Laura Hartnett-Weiner	On Leave	August, 1992

Extension of Leave for Maternity, to June, 1993:

Mary Beth Anderson	On Leave	August, 1992
Shari Andrews	On Leave	August, 1992
Linda Ebert	On Leave	August, 1992
Gretchen Farrar-Foley	On Leave	August, 1992
Timothy Goetter	On Leave	August, 1992
Randall Haas	On Leave	August, 1992
Cheryl Lindberg	On Leave	August, 1992
Mary Beth Smith	On Leave	August, 1992
Jana Spence	On Leave	August, 1992

Extension of Leave for Personal, to June, 1993:

Thomas Schwalbach	On Leave	August, 1992

Extension of Leave for Sabbatical, to January, 1993:

Margaret Guerin	On Leave	August, 1992

Extension of Leave for Study, to January, 1993:

Francyne Dykes	On Leave	August, 1992

Extension of Leave for Special Teaching Assignment, to June, 1993:

Mariant Feliciano	On Leave	August, 1992

Your Committee recommends that the leaves of absence be approved.

* * * * *

(ITEM 7) Your Committee reports having received the following list of resignations, which were received and accepted by the Superintendent, effective as of the dates indicated:

Name	Effective Date	Location
Joan M. Alby	78th Street	08-02-92
Dianne D. Cleator	EESS Center	06-15-92
Maura L. Gaskin	On Leave	05-22-92
June A. Grotbeck	Maple Tree	06-15-92
Dorothy D. Haldane	On Leave	05-13-92
Myra J. Holland	On Leave	09-26-92
Marianne F. Hondel	Green Bay	06-15-92
Edward Kashishian	On Leave	04-24-92
Marilyn J. Klassy	On Leave	06-15-92
Laura A. Krawczyk	Steuben	06-15-92
Nadine Kupfer	On Leave	05-05-92
Maureen T. Louis	Audubon	06-15-92
Evylina N. Ojoe	Pulaski	07-01-92
Eugene C. Persohn	On Leave	04-30-92

Dr. Morgan S. Phenix	Vincent	06-16-92
Barbara J. Redovich	Victory	06-15-92
Elizabeth Roffers	On Leave	05-10-92
Arloa B. Sikkema	Milw H.S. of the Arts	06-15-92
Robert J. VanLieshout	Exceptional Educ. Support Service Ctr	05-06-92
Eddeane O. Walker	On Leave	06-15-92
Rosemary Weidensee	Marshall	06-15-92
Lauri Wynn	On Leave	12-01-91
Philip H. Yanny	Siefert	06-15-92
Carol A. Zelko	On Leave	06-15-92

* * * * *

(ITEM 8) Your Committee reports having received the affirmative action monthly personnel transaction report for May, 1992.

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(ITEM 9) Your Committee reports having received the pupil accounting reports for the month of April, 1992

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(ITEM 10) Your Committee reports having received the Progress Report on the Capital Improvement Program.

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(ITEM 11) The Secretary-Business Manager advised your Committee that:

Pursuant to action taken by the Board of School Directors and the Common Council (Proc., 8-4-70, pp. 54-55; 4-5-71, pp. 791-792; 6-30-71, pp. 945-946) the Department of City Development reviews all relocation claims filed against the Board by persons who were displaced from premises acquired for school sites and make recommendations to the Board concerning payment.

Ms. Kirsten Nyrop, Commissioner, Department of City Development, recommends payment of the following claim filed against the Board of School Directors by person displaced from premises being acquired for Sarah Scott Middle School:

Bernard Paget - Site Addresses:	1038 North 13th Street 1236-38 West State Street 1218-24 West State Street	
Rent loss claim	. . . . .	$23,089.24
Total	. . . . .	$23,089.24

Your Committee recommends that the claim be paid.

* * * * *

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

At its meeting of May 27, 1992 (Proc., p. 53), the Board received a communication from the City of Greenfield requesting an easement for sewer improvements adjacent to Site #15 located at South 87th Street and West Howard Avenue. The communication was referred to the Finance and Facilities Committee.

The City of Greenfield is installing storm sewer improvements in the area bounded by South 88th Street, South 92nd Street, West Cold Spring Road, and West Waterford Avenue. The right-of-way required extends into the southwest portion of Site #15. The City of Greenfield has requested that the Board provide an easement for this improvement. In addition, a right-of-entry has been requested so that this work can proceed on a timely basis.

The proposal has been reviewed by the Department of Facilities and Maintenance Services and the requests are found to be reasonable and proper.

Your Committee recommends that:

1. That the Board grant an easement for storm sewer purposes in the portion of Site #15 located as requested by the City of Greenfield.

2. That the Request For Permission be approved and appropriate documents be executed on behalf of the Board.

* * * * *

(ITEM 13) The Secretary-Business Manager advised your Committee that:

On May 27, 1992, the Administration received a communication from the City of Greenfield requesting the dedication of a portion of Site #15 located at South 87th Street and West Howard Avenue for street purposes. In addition, the communication also requested a right-of-entry so that work can proceed during the negotiation period for the dedication.

The City of Milwaukee and the City of Greenfield are jointly funding the reconstruction and widening of West Howard Avenue meeting from South 84th Street to South 92nd Street. As a part of this widening, a 30.25 foot deep parcel will be required to be dedicated to the City of Greenfield for street purposes. The City of Greenfield has proposed compensation in the amount of $16,500 for this parcel. This amount is still subject to negotiation with Milwaukee Public Schools and the City Real Estate Agent. In addition, a right-of-entry has been requested for the work to proceed.

The project has been reviewed by the Administration and Real Estate Agent and there appear to be no objections to this proposal or the right-of-entry.

Your Committee recommends that

1. That a portion of Site #15 be dedicated for street purposes in accordance with the proposal from the City of Greenfield subject to negotiation of an agreeable price.

2. That a Request For Permission be approved and that the appropriate documents be executed on behalf of the Board by the Administration and City Real Estate Agent.

* * * * *

(ITEM 14) 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 that contracts for furnishing such labor and materials and doing the work be, and they hereby are, awarded as follows:

FRANCES BROCK STARMS EARLY CHILDHOOD CENTER
2616 West Garfield Avenue

Contract 3 — Painting Work
Double T. Enterprises, as per base bid*.....$121,225

Contract 4 (Site Development)
ASI General, Inc., as per base bid*.....$51,345

SHREDDING FOR DISTRICT SCHOOLS AND OFFICES
Mobile Shredding Service, Inc., as per base bid*..... $50 per container per location with additional services provided in accordance with the proposal on a fixed fee basis

NORTH DIVISION HIGH SCHOOL (1992 HVAC Systems Retrofit Work)
1011 West Center Street

Mared Mechanical Contractors Corp., as per base bid $67,600

SARAH SCOTT MIDDLE SCHOOL (13th Street Site Development)
1017 North 12th Street

C. W. Purpero, Inc., as per base bid*.....$109,900

LINCOLN MIDDLE SCHOOL OF THE ARTS - PHASE ONE
820 East Knapp Street

Contract 1 - General Construction
B & D Contractors, Inc., as per base bid*.....$414,000

Contract 2 - Plumbing
Hurth-Conway Plumbing Corp., as per base bid*.....$43,563

Contract 3 - HVAC
Babcock Mechanical Companies, as per base bid*.....$34,700

Contract 4 - Electrical
Magaw Electric, Inc., as per base bid*.....$79,344

*Award of Contract is contingent upon approval of funds in the 1992-1993 budget.

* * * * *

(ITEM 15) The Secretary-Business Manager advised your Committee that:

The Board has previously authorized developing the concept of a Point of Service health plan which has the potential to avoid l0 to l2 million dollars per year in health cost increases.

Bids have been solicited from qualified providers (i.e. network administrators). It is intended that the providers be narrowed to approximately 3 candidates. These candidates will undergo

intensive review of their processes and systems to assure that physician and hospital members of their network provide the best quality of care through cost effective measures.

Evaluation and assessment of the networks and the quality of health care provided requires sophisticated evaluation with significant physician input. To accomplish this task, bids, as detailed below, were solicited from major national healthcare consulting firms. The firm of Ernst and Young is being recommended to perform the network evaluation based upon the strength of its physician component and its established experience in this area.

Deloitte and Touche	Only partial services provided
Ernst and Young	$l04,000
Mercer	$l09,000
Towers Perrin	$ 60,000
Wyatt	Declined

While this type of consulting is billed on the basis of hours of service provided, Ernst and Young has proposed a maximum billing of $104,000 to perform quality care evaluation of three networks. The 1991-1992 health care budget includes funds which will be utilized to fund the study.

Your Committee recommends that authorization be granted to employ Ernst & Young at a cost not to exceed $104,000 to:

1) evaluate the Point of Service healthcare bids;
2) evaluate the quality of health care provided by the network systems, and
3) establish standards of performance and contractual requirements.

* * * * *

(ITEM 16) The Superintendent advised your Committee that:

The Milwaukee Public Schools' Board is responsible under state and federal regulations to provide a Free Appropriate Public Education (FAPE) for all students with exceptional education needs regardless of the severity of their handicap. Current student enrollments include a significant number of students with serious health problems. Projections indicate that these numbers will increase.

Current contractual services with the Milwaukee Health Department evolved over a period of twenty or more years. As the resources at the Health Department have decreased and the numbers of students with severe disabilities have increased, the Board has determined that a review of the health service delivery model was needed. One of the recommendations of the internal audit of this area conducted during the 1991-92 school year indicated that "a study of the provision of health services of students in the Milwaukee Public Schools should be undertaken."

The Milwaukee Public Schools has received an I.D.E.A. Health Service Grant. The grant stipulates that grant be used to hire a consultant to review and make recommendations to address the concerns identified in "School District of Milwaukee, Site Visit Report for Health Services" developed by the audit team which reviewed the district's health services delivery model to students with EEN in December, 1990.

Ms. Kathleen A. Linzmeyer has been identified as the consultant most qualified to assume the responsibilities identified under pertinent fact #3. Ms. Linzmeyer has a B.S. Degree in nursing plus additional training related to school health issues. For the last ten (10) years she has been employed by the City of Milwaukee as a public health official and school nurse working in the

Milwaukee Public Schools. She has worked extensively with students in exceptional education and most recently with students who have highly specialized health care needs.

Given that a consulting nurse was not contracted until December, 1991, sufficient funds remain appropriated under the I.D.E.A. grant to complete the needed work as described above. The grant allows for services of the consultant to continue unto August, 1992 and be reimbursed accordingly.

Your Committee recommends that the Board authorize the payment of $16,600 (amount remaining in the grant for the nurse consultant position) from the I.D.E.A. Health Services Grant (EEN) to cover the services of the nurse consultant from July 1, 1992 through August 31, 1992.

* * * * *

(ITEM 17) The Secretary-Business Manager advised your Committee that:

During the past year, several new regulatory actions have significantly altered district operations relating to disposal of waste. On April 1, 1992, the operation of all incinerators was discontinued to comply with the Clean Air Act of 1990. In addition, Wisconsin Act 335 (now the Natural Resources Act 502) mandated the removal of certain specified materials over the next three years with required compliance by 1995. The latter requires that all banned materials be recycled.

As part of planning for the 1992-93 school year, the Department of Facilities and Maintenance Services (DFMS) solicited proposals in November, 1991 from three companies to recycle the affected products, based upon the success of a pilot program held at five schools. The results of that request are as follows:

Company	Cost
The Peltz Corporation	$235,000
BFI Waste Systems	$323,646
BAB, Inc.	$530,955

As a result of the evaluation of the proposals, the decision was made to reject all bids since the cost to recycle would be $90,000 more than to just landfill the material.

Based upon the results received in December, the Administration prepared new proposals to evaluate for possible implementation during the 1992-1993 school year. These proposals included:

a. Recycling of mixed paper, corrugated cardboard, and newsprint.
b. Recycling of the paper products and items made of tin, plastic, and aluminum.

Evaluation of the proposals would then be based upon cost of each program to the district, experience of the firm, ease of implementation, disadvantage business enterprise (DBE) participation, training plans, and references from other firms.

The following is a summary of costs received on May 28, 1992:

Company	Proposal "A"	Proposal "B"
Mobile Shredding Service Inc.	$168,790	$218,320
Waste Management, Inc.	$190,000	$247,000
BAB, Inc.	$192,782	$215,846
BFI Waste Systems	$219,900	$289,800
The Peltz Corporation	$274,907	$297,464

DFMS has included in the proposed 1992-93 budget $400,000 for rubbish removal based upon estimated costs at the time of budget submittal. Analysis of costs related to recycling based upon the low bids received is as follows:

Evaluation of Recycling Alternatives

Type of Disposal	Proposal "A"	Proposal "B"Recycling	No
Landfill	$223,000	$208,000	$416,000
Recycling	169,000	218,000	—
Total	$392,000	$426,000	$416,000

Based upon cost/benefit, it would appear most economical to utilize Proposal "A" and recycle mixed paper, corrugated cardboard, and newsprint, since recycling is now possible within existing budget projections.

The Secretary-Business Manager recommended:

1. That authorization be given to the Administration to implement a recycling program for mixed paper, corrugated cardboard, and newsprint only on a district basis.

2. That a contract be awarded to Mobile Shredding Service Inc. for a period of three (3) years subject to annual review at an estimated cost of $168,790 with a minimum DBE participation of 34%.

Your Committee recommends that the contract be rebid to specifications.

* * * * *

(ITEM 18) The Secretary-Business Manager advised your Committee that:

Pursuant to Section 2.12 (1) of the Board Rules and Sections 119.50 and 119.68 (1), Wisconsin Statutes, the Secretary-Business Manager presented the current schedule of payrolls and accounts for the Committee's approval. Copies of the listings have been distributed to all Board members.

Your Committee recommends that the schedule of payrolls and accounts for the period of May 1, 1992 through May 31, 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. 31742 to 36064, inclusive

Payrolls (net of withholdings) $16,441,551.93
Accounts $36,840,514.08

$53,282,066.01

CONSTRUCTION FUND

Accounts, Voucher Nos. 1489 to 1541, inclusive

Accounts $402,206.53

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1049 to 1142, inclusive

Payrolls (net of withholdings) 156,108.32
Accounts $249,329.54

$405,437.86

TOTAL $54,089,710.40

* * * * *

(ITEM 19) Your Committee reports having received the following statement of operating revenues and expenses from the Secretary-Business Manager:

A. Statement of Operating Revenues
The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending May 31, 1992, 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	$541,632,538	$10,235,066	$551,867,604	$411,490,990	$140,376,614	74.6%
Categorically Aided	31,485,309	23,342,710	54,828,019	37,770,925	17,057,094	68.9%
School Nutrition	22,075,595	75,150	22,150,745	16,788,512	5,362,233	75.8%
Construction	8,863,368	9,525,303	18,388,671	18,187,381	201,290	98.9%
Extension	5,857,258	177,439	6,034,697	5,357,090	677,607	88.8%

A. Statement of Expenses
The Secretary-Business Manager submitted the following Statement of Expenses as of May 31, 1992, 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	$541,632,538	$10,235,066	$551,867,604	$480,796,963	$71,070,641	87.1%
Categorically Aided	31,485,309	23,342,710	54,828,019	42,894,211	11,933,808	78.2%
School Nutrition	22,075,595	75,150	22,150,745	19,927,210	2,223,535	90.0%
Construction	8,863,368	9,525,303	18,388,671	16,414,195	1,974,476	89.3%
Extension	5,857,258	177,439	6,034,697	4,930,204	1,104,493	81.7%

(1) Represents 1990-1991 appropriations carried over to the 1991-1992 fiscal year and Board approved transfers during the 1991-1992 fiscal year.

(2) Encumbrances and expenditures included through May 31, 1992, and payrolls through May 22, 1992.

* * * * *

(ITEM 20) Your Committee reports having received the monthly report on expenditures from the Superintendent and Secretary-Business Manager.

* * * * *

(ITEM 21) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Alcott PTO	$168	Library Books
	Alcott PTO	328	Encyclopedia set
Audubon	Audubon PTSA	95	Computer Stand
Barton	School Fund	2,120	2 Computers/carts/security wrapper
Carleton	School Fund	909	Scanner
	Carleton PTO	1,265	Laminator and Supplies
Doerfler	Doerfler PTO	168	Library Books
Dover	Robert Reetz	2,602	Dover PTA
Eighty-second	Kohl's Apples for Students	475	Printer
Engleburg	Engleburg PTO	2,000	Computer
	Engleburg PTO	4,350	Field trips, incentives
Fernwood	Fernwood PTA	168	Zoo Trip K5
Grant	Grant PTO	740	Computer equipment
	School Fund	4,687	IBM Edlan System
	School Fund	3,438	2 IBM Workstations
	U.S. Grant PTO	164	Bus Transportation
	Grant PTO	2,475	Supplies, field trips, equipment
	Rainforest Wing	283	Rainforest Project
	Grant PTO	31	Rainforest Kits
Hampton	Renold's Alum./ Pick N Save	1,000	IBM P.C.
Happy Hill	School Fund	1,000	Duplicating machine
	Happy Hill PTO	3,500	Duplicating Machine
Holmes	Gestetner Corp.	495	Copy Machine
Humboldt Park	School Fund	1,352	Computer System
Irving	Irving PTC	445	Student field trip/school play
King	Tim and Mary Meins	250	Geraldine Muell-Wilson Scholarship
	Bruce and Sandra Stark	250	Geraldine Mueller-Wilson Scholarship
	Bruce and Sandra Stark	250	Geraldine Mueller-Wilson Scholarship
	School Fund	3,633	Copy Machine
Kluge	Kluge PTO	1,352	Classroom materials
	School Fund	3,082	Curriculum materials
Lady Pitts	St. Roman	500	Incentives for students
LaFollette	Guardian Credit Union	1,000	Furniture-classroom/library
Lancaster	Chaney Systems	900	Computer
	Wendy Weiner	300	Binding Machine
Lee	AID Assn. for Lutherans	600	Expenses for 6th grade trip
MacDowell	MacDowell PTA	858	Purchase of RIF Books
	MacDowell PTA	69	Boom Box
Maple Tree	Maple Tree PTO	434	VCR Camera Tripod/Paper cutter
	Maple Tree PTO	725	World Book/Baseball gloves
	Maple Tree PTO	467	Fun Day/Cadet-movie admission/bus

	Maple Tree PTO	147	6th Grade Grad/Library reading awards
	Maple Tree PTO	2,652	Classroom Grants/Assembly Programs
	Maple Tree PTO	601	Library Books

Maryland Ave.	School Fund	155	Books
Meir	Kohl's Apples	1,400	Computer and Disk Drive
Milw. H.S. Arts	Wisconsin Bell	500	Library computer
	Rexnord	2,800	Business Partnership Awards
	Private Industry Council	500	Attendance Award
	MHSA PTSA	500	Library Computer
MLK, Jr. Elementary	WICOR Foundation	2,000	Uniforms
MPS	Internal Revenue Service	8,400	30 Enable Software Sets
MPS Dinner with Supt.	WMVP Radio	210	Cassette Tapes
	Milwaukee Bucks	200	Pens/sticker sheets/brochures
	Milwaukee Brewers	300	Magazines/stickers/bats
	Wheel & Sprocket	300	12 speed bike
	Milw. County Zoo	280	40 zoo passes/parking
	Marquette University	2,270	330 tickets/Marquette Warriors Game
	Marcus Corporation	800	200 Marcus Theatre passes
	Bouchard's Sportswear	70	2 $35 Gift Certificates
	Radio Shack	4,375	625 coupons free batteries
	City of Festival Parade	240	4 sets of bleacher tickets/City of Festivals Parade
	Mainstream Mega Store North	50	7 cassette tapes
	Wisconsin Gas Company	700	$500/plastic bags/pens
	Warner Cable	100	Dinner expenses
	North Milw. State Bank	250	Dinner expenses
	Wisconsin Bell	1,000	Dinner expenses
Roosevelt	School Fund	450	Imagewriter II
	School Fund	1,200	Computer Equipment
Scott	Sarah Scott PTO	350	Building dedication
	Sarah Scott PTO	250	Graduation present
	Sarah Scott PTO	400	Awards Program
	Sarah Scott PTO	450	8th Grade Completion
Sixty-fifth Street	Sixty-fifth PTO	311	Fans
	School Fund	75	5 Box Fans
Steuben	Ms. A. Anthony	25	Focus Unit
Stuart	Aqua Chem Inc.	400	Copy Machine
Thirty-fifth Street	Social Dev. Comm.	2,112	Science Equipment
Thoreau	Thoreau PTC	7,208	Copy machine
	Thoreau PTC	200	Luncheon
Tippecanoe	Tippecanoe PTA	350	School Theme Materials
Townsend	Joanne Joers	100	Clarinet
	School Fund	1,238	2 TV's /carts
Twenty-seventh St.	Nadine Siegman	73	Badge Parts
Vincent	Northwest Milw. Women's Club	100	Specimen plant for arboretum
Whittier	Whittier PTO	476	Image Writer Printer Network
TOTAL		$95,496	

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 22) The Secretary-Business Manager advised your Committee that:

On May 27, 1992 (Proc., p. 52), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

Section 119.52 (5)(c), Wisconsin Statutes, requires the Board of School Directors to pay the prevailing wage rates on construction contracts.

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).

A five year historical overview of the percent increases for each job classification is included in the attachments for this item. It also identifies which items affect MPS personnel.

A breakdown by ethnic origin of the prevailing wage personnel employed by the Department of Facilities and Maintenance Services is also included in the attachment.

The Secretary-Business Manager recommended that should the Board determine the change in the prevailing wage rate has merit, the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

Your Committee recommends:

1. That the statutory requirement of the Board under 66.293 of the statutes to pay the prevailing wage rate on contracts be reaffirmed;
2. That the wage increases for school district employees be held at the Board level pending the outcome of the budget and further negotiations with all other bargaining units.

* * * * *

(ITEM 23) The Superintendent advised your Committee that:

South Division High School is requesting authorization to establish a Wellness Center at the school. The Center would be operated by the Sixteenth Street Community Health Center.

The goals of the Center would be:

- to provide general comprehensive health care to adolescents;
- to identify and address health problems (physical, emotional or social) that prevent the students from obtaining their full potential;
- to educate students about health, well-being and responsible decision-making; and
- to identify and act as a referral source for more serious mental or physical problems.

The following services will be available: health assessments, physical exams, diagnosis and treatment of minor illness and injury, nutrition counseling, social work counseling, prevention and health maintenance services, referrals, pregnancy and prenatal care and basic laboratory screening.

The Wellness Center will not dispense contraceptives or do abortion counseling.

The Center would be funded by a combination of public and private funds and inkind contributions. MPS' obligation is to provide space for the center, but no financial contribution is being requested. A copy of the proposal, including funding source estimates, is attached.

Your Committee recommends that authorization be granted to establish a Wellness Center at South Division High School as described above and in the proposal attached to the verbatim minutes of the meeting, with an informational report to be submitted to the Board next May.

* * * * *

(ITEM 24) The Superintendent and Secretary-Business Manager advised your Committee that:

The Milwaukee Public Schools employs/trains building trades apprentices in the classifications of carpenter, sheet metal worker, pipe insulator, painter and steamfitter.

The recruitment and selection of these apprentices is performed by Milwaukee area building trades apprenticeship committees.

In order to appropriately hire and retain these apprentices subsequent to the successful completion of their apprenticeship programs, the apprentices must have civil service status.

Section 63.235 of the Wisconsin statutes directs the Milwaukee City Service Commission to "...delegate its recruitment and hiring duties related to specific classifications of school employes to the board of school directors if the board adopts a resolution requesting the commission to do so."

The delegation of the recruitment and hiring duties to the Board of School Directors and the Board's use of the building trades apprenticeship committees in recruiting and selecting apprentices will enable the district to grant civil service status to these apprentices.

Your Committee recommends that the Board adopt the following resolution for transmittal to the City Service Commission:

WHEREAS, The Milwaukee Board of School Directors employs building trades apprentices in the classifications of carpenter, sheet metal worker, pipe insulator, painter and steamfitter; and

WHEREAS, The recruitment and selection of these apprentices is performed in an appropriate and professional manner by building trades apprenticeship committees; and

WHEREAS, The Milwaukee Board of School Directors is desirous of securing civil service status and continuing the employment of these apprentices subsequent to the successful completion of their apprenticeship programs; now Therefore, be it

RESOLVED, By the Milwaukee Board of School Directors that, in accordance with Section 63.235 Wisconsin Statutes, the City Service Commission delegate its recruitment and hiring duties relative to these building trades apprentices to the Milwaukee Board of School Directors.

* * * * *

(ITEM 25) The Secretary-Business Manager advised your Committee that:

MPS implemented a Dependent Care Assistance Plan (DCAP) for Local 1053 on May 1 of this year, and for Local 1616 effective July 1. This plan permits employees to receive greater tax relief, depending on their income level, for work related dependent care.

To date, enrollment in the plan has been minimal. Negotiations are currently underway with other bargaining units for the expansion of the plan.

The greater the participation in the plan, the more the fixed administrative costs of the plan can be reduced through the Board's reduced FICA matching contributions.

Your Committee recommends that the MPS Dependent Care Assistance Plan be expanded, effective July 1, 1992, to employes exempt from the ASC and to employes holding cabinet positions.

* * * * *

(ITEM 26) 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 1992-1993 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 will expire 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 and School Aides expired December 31, 1990. Schedule E (Plant Operations Personnel, Operating Engineers) expired December 31, 1991.

Your Committee recommends that:

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

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

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

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

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

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

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

2. Salary Schedules for Classified Personnel

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

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

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

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

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

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

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

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

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

e. Schedule O - Interscholastic Athletics

2. 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 1992-1993 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1991-1992, and which have not been amended be, and they hereby are, readopted for the 1992-1993, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1992-1993 rates,

and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1991-1992 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1992-1993.

* * * * *

(ITEM 27) The Superintendent advised your Committee that:

At its meeting on May 27, 1992 (Proc., pp. 53-54), the Board referred the following resolution, which was introduced by Director Bills, to the Committee of the Whole:

WHEREAS, the Board of School Directors is responsible for managing the affairs of the school district under sec. 119.16(lm) Stats; and

WHEREAS, the Superintendent is responsible for the general supervision of the Milwaukee Public Schools, but his supervisory authority is subject to the Board's direction under sec. 119.32(2), Stats; and

WHEREAS, the Milwaukee Public School System has in recent years relied more heavily on the expertise of a variety of consultants and there is no reason to believe that such reliance will decrease in the foreseeable future; and

WHEREAS, the School Board, in December, 1991, authorized the Superintendent to use loaned executives/consultants from the business community to "temporarily" assist the Milwaukee Public Schools on special projects; and

WHEREAS, some Board members believe the role of loaned executives needs to be clarified in order to avoid any organizational confusion; therefore,

BE IT RESOLVED, That the administration bring back a policy on how loaned executives/consultants will interact with the district in the future.

Your Committee recommends that the administration bring back a policy on how loaned executives/consultants will interact with the district in the future.

* * * * *

(ITEM 28) The Superintendent advised your Committee that:

Hi-Mount 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.

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 Hi-Mount School proposal for a voluntary Uniform Dress Code.

* * * * *

(ITEM 29) The Superintendent advised your Committee that:

The Board of School Directors has adopted the following mission statement and related goals:

MISSION STATEMENT

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.

GOALS 1990 - 1995

1. **STUDENT ACHIEVEMENT** — Achievement levels for all students will increase significantly, equaling or exceeding national averages.

2. **SCHOOL CLIMATE** — Schools will be safe, orderly and nurturing places for students to learn.

3. **STAFF EMPOWERMENT** — Employees will feel positive and empowered and will receive recognition for their accomplishments.

4. **PARENTAL/COMMUNITY SUPPORT AND INVOLVEMENT** — Parents and community members will become significantly more involved in the achievement of MPS' vision, goals and objectives.

5. **MULTICULTURAL DIVERSITY** — Employees and students from different racial, ethnic and economic backgrounds will learn and interact positively with each other.

In February, 1976, the Board of School Directors adopted a policy which requires each school to establish School-Community Advisory Councils (SCAC's). Procedures relative to the SCAC were revised in 1982 and 1984.

In July, 1991, the administration submitted a report to the Board of School Directors which detailed specifics relative to the development of a plan for Parent Empowerment and the anticipated use of the Coordinators, Family Advocacy Services previously assigned to the Service Delivery Areas (SDA's).

The initial draft of the Plan for Parent Empowerment was submitted to the Board of School Directors in July 1991, with the expectation that the final draft would be completed by December, 1991. Simultaneously, an ad hoc committee composed of parents, administrators and business and community representatives, was established to review the draft making specific changes that were needed to ensure that the plan reflected the vision, views, interest and needs of parents.

The organizational meeting of the Parent Empowerment Committee was August 29, 1991, with subsequent bi-monthly meetings being held each month through January 1992. The initial plan was determined not to be parent friendly and was used as a resource guide by the AD Hoc Committee, which began its work toward the development of a plan by parents, for parents with three public hearings in November 1991.

The Plan for Parent Empowerment in the Milwaukee Public Schools was presented for public hearing to the Instruction and Community Relations Committee of the Board of School Directors on May, 1992.

Members of the Instruction and Community Relations Committee directed the administration to research and review the following:

a Current board policy which affects Parent Involvement in schools in relationship to the policy recommendations of the Parent Empowerment Committee.

b. A comparative analysis of the Parent Empowerment Committee's recommendations in relationship to the Parent Center component involved in the 1992-1993 Budget Recommendations.

c. A review of the Parent Empowerment Committee's recommendations relative to parents as Decision-Makers in relationship to existing school district procedures and practices which governs parent involvement.

The findings and analysis are attached in a report attached to the minutes of your Committee's meeting entitled, "Report Relative to Parent Involvement in the Milwaukee Public Schools".

The Superintendent recommended that:

That the Board of School Directors adopt the Policy Recommendations of the Parent Empowerment Committee;

That the Board of School Directors approve the Parent Empowerment Committee's recommendations relative to the establishment of a Parent Center with appropriate staffing and budget; and

That the Board of School Directors approve the Parent Empowerment Committee's recommendations relative to Parents as Decision-Makers.

Your Committee recommends that this matter be referred to the Instruction and Community Relations Committee and that the Superintendent bring back a single plan with recommendations that would have shared decision making at the building level and show parents' role in the decision making process.

* * * * *

(ITEM 30) The Superintendent and Secretary-Business Manager advised your Committee that:

The staff, parent-teacher organization, and school community of Sixty-seventh Street School request that the Board approve the name Honey Creek Elementary for their school. The name describes the area in which the school is located.

Information is attached detailing the process the school used to involve parents, staff, and community in the selection of the school's new name.

Your Committee recommends that Sixty-seventh Street Elementary School be renamed Honey Creek Elementary School and that the school pay any costs incurred in the name change.

* * * * *

(ITEM 31) The Secretary-Business Manager advised your Committee that:

At its meeting of May 27, 1992 (Proc., p. 52), the Board received a communication from Reverend Jose Olivera of Asociacion Ministerial Evangelica Hispano Americana de Wisconsin, Inc. requesting the use of South Division High School.

The purpose of the request is to seek permission to hold an evangelical conference in the school auditorium from August 4 thru August 8, 1992. There will be various religious speakers and the activities will be held in the evenings.

The religious presentations will be free and open to the public for attendance. However, a free will offering will be taken at each activity.

Wisconsin Statute l20.13 (19) provides that the Board may "...grant the use of school property during non–school hours to religious organization upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Although the Statutes have been amended to allow for use of public school facilities by religious organizations, Article IX of the Board Rules has not yet been amended. Therefore, suspension of the Rules would be required to approve such request.

Your Committee recommends that Board Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event and provide the appropriate insurance coverages.

* * * * *

(ITEM 32) The Secretary-Business Manager advised your Committee that:

At its May 27, 1992 meeting (Proc., p. 52) the Board received a communication from Mr. Kenneth Hollingsworth, Pastor of the Latter Day Pentecostal Church, Inc., United Church of America, Inc. The purpose of the communication was to request the use of a school facility for worship services.

The location of the worship services would be on the school playground of the Twenty–first Street School. The Pastor has requested permission to hold the worship services on Saturday evenings beginning at 6:30 P.M. and ending approximately at 9:30 P.M. Though not stated in the communication, the religious organization would like to begin using the facility beginning July and presumably ending at the end of the summer months.

Wisconsin Statute 120.13 (19) provides that the Board may "...grant the use of school property during nonschool hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

A matter that should be taken under consideration is that during the summer months, many community children make full use of the playgrounds for recreational activities. By authorizing the use of the playground for worship services, the community would not have access for playground activities on Saturday evenings during the summertime.

Although the Statutes have been amended to allow for use of public school facilities by religious organizations, Article IX of the Board Rules has not yet been amended. Therefore, suspension of the Rules would be required to approve such requests.

Your Committee recommends that Board Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event and provide the appropriate insurance coverages.

* * * * *

(ITEM 33) The Secretary-Business Manager advised your Committee that:

At its meeting of May 27, 1992 (Proc., p. 53), the Board received a communication from Mr. John Pittman Sr. of the Milwaukee Congregation of the Worldwide Church of God. The purpose of the communication is to request permission to temporarily relocate their Saturday morning worship services which are currently being held at Webster Middle School to Vincent High School for the summer months beginning July 1, 1992 through September 30, 1992. After September 30, 1992, the church congregation would return to Webster Middle School.

The request is based on the need of the Pastor to accommodate the congregation with a larger facility with air–conditioning or fans because they feel Webster Middle School is too hot during the summer months for their services. Discussions had been held with Mr. Pittman Sr.and information on the responsibility of reimbursing the schools district for the high cost of air–conditioning was provided to him.

After checking with the school staff, it was noted that a conflict exists with this request in that Milwaukee Public Schools athletic practices and Department of Community Recreation and Educational Services programs begin the middle of August and early September on Saturday mornings.

Board Rules have previously been suspended to allow for the Milwaukee Congregation of Worldwide Church of God to use Milwaukee Public Schools facilities for religious worship.

Your Committee recommends that Board Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event and provide the appropriate insurance coverages and that the activities be scheduled so as not to interfere with any MPS program.

* * * * *

(ITEM 34) The Secretary-Business Manager advised your Committee that:

On May 27, 1992 (Proc., p. 53), the Board received a communication from Mr. Robert Norris, Pastor of Cornerstone Christian Fellowship. The communication pertains to a request for permission to use a yet to be determined Elementary School for worship services on Sunday mornings.

Wisconsin Statute 120.13 (19) provides that the Board may "...grant the use of school property during non–school hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Although the Statutes have been amended to allow for use of public school facilities by religious organizations, Article IX of the Board Rules has not yet been amended. Therefore, suspension of the Rules would be required to approve such requests. The Board has previously granted such permission to other religious organizations.

Since school facilities are normally not used for school activities on Sundays, no conflict with the requested usage exists.

Mr. Norris, Pastor, is aware of the specific requirements and usage regulations and stated that he will be able to comply with these orders.

Your Committee recommends that Board Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event and provide the appropriate insurance coverages.

* * * * *

(ITEM 35) The Secretary-Business Manager advised your Committee that:

At its meeting of May 27, 1992 (Proc., p. 53), the Board received a communication from Mr. Walter Beach II of the Wisconsin Emergency Fire Disaster Fund requesting the use of two Milwaukee Public Schools stadiums for two fund–raising events.

As stated in the request, Mr. Beach is proposing to raise funds to allow for the purchase and maintenance of properties to temporarily provide shelter for people who are left homeless after a house fire.

Previously during the l988–l989 school year, the Board had taken the position that no stadium usage would be allowed to outside concerns beginning July through November nor any winter months due to preparation and seeding of the fields for the school football students and during the football playing season. The only exception made by the Board stated that the stadiums could be used only on Sundays during September and October.

Should the organization not be able to provide sufficient liability insurance naming the Milwaukee Public Schools as "additional insured," the Board is exposed to paying the first dollar coverage up to $250,000 per claim effective July 1, 1992 when the district become self–insured for liability claims.

Should the Committee recommend this request for approval to the Board, suspension of Board Rules 9.03 (1) to (5), 9.04 (2) (5), and 10.07. would be required to approve such request.

Your Committee recommends that the request be denied.

* * * * *

(ITEM 36) The Secretary-Business Manager advised your Committee that:

On June 3, 1992, the Office of Secretary–Business Manager received a communication from Ms. Lenore Lee, Festival Consultant for the 27th Street International Festival, requesting the use of Wisconsin Avenue School playground for the purpose of holding a festival/fund–raising event.

The purpose of the event is to promote an awareness and appreciation of the international character and cultural diversity within the West Side community.

The playground area will be used for entertainment and for vendors to set up and sell merchandise to the public.

Procedures for submitting communications and petitions to the Board are stated in Board Rule 1.06. Due to the time constraints involved, Ms. Lee is requesting that the Board suspend this Rule and give immediate consideration to her request.

Upon review of the request, several questions surfaced:

What specific activities are going to take place on the playground area?

—Inasmuch as only the playground area is being requested for use, what restroom facilities are being made available to the public?

—How is the property being secured in that money is going to be exchanged from vendor to customer?
—Where are the money proceeds going; does the vendor keep all profit or is it being donated to MPS?
—What arrangements are going to be made to clean up the area after the event has taken place?

Should the organization not be able to provide sufficient liability insurance naming the Milwaukee Public Schools as "additional insured," the Board is exposed to paying the first dollar coverage up to $250,000 per claim effective July 1, 1992, when the district becomes self–insured for liability claims.

Should the Committee recommend this request for approval to the Board, suspension of Board Rules 1.06, 9.03 (1) to (5) 9.04 (2) (5), and 10.07 would be required to approve such request.

Your Committee recommends that Board Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event and provide the appropriate insurance coverages and with the provision that there be no vendors on school property.

* * * * *

(ITEM 37) The Superintendent advised your Committee that:

The principals of Juneau, Grand Avenue and Hi-Mount Schools are requesting approval to participate in a demonstration budget project which would pass through to the schools 100% of the monies generated by students enrolled in the schools. The demonstration project would last for a period of three years.

The principals would work with their staffs and communities to formulate and administer the school budgets. The schools would decide which services they need to "purchase" from central office and which they will not.

Approval of the proposal would give the schools true control over their local budgets and is the next logical step in the process of moving to site based budgeting and a system of schools. Additional information from the principals of the schools is attached.

The Superintendent recommended that approval be given to allowing Juneau High School, Grand Avenue Middle School and Hi-Mount Elementary School to move immediately to site based decision making by giving the schools control, for three years, of 100% of the funds generated by the student enrollment at the respective schools.

Your Committee recommends that planning begin immediately, with the program authorized for implementation for the 1993-94 school year.

* * * * *

(ITEM 38) The Secretary-Business Manager advised your Committee that:

At its November 28, 1991 meeting, the Milwaukee Board of School Directors approved the Transitional Student Assignment Plan. With this approval, the School Board authorized the establishment of a task force to conduct a study to "examine transportation services for children

living in areas deemed socially hazardous." A task force was established, and the first meeting was held in December 1991.

Even though many students receive transportation services, other students not eligible under School Board Policy, may have to walk through areas of the city that pose a greater danger than road or traffic conditions. Crime, drugs, and gang activity are a few problems facing students on their way to school.

The Task Force submits the attached report entitled "Transportation Services in Areas Deemed Socially Hazardous."

Your Committee recommends that the Board accept the report from the Transportation Task Force and authorize the administration to implement the Task Force's recommendations detailed in the report.

* * * * *

(ITEM 39) The Secretary-Business Manager advised your Committee that:

On May 27, 1992 (Proc., p. 116), the Board received a communication from the Community-Relations Social Development Commission regarding their second quarter billing of $34,730.

At the August, 1991, the December 1991 and the May 1992 Board meetings, the Board authorized the administration to pay the Social Development Commission's third quarter billing for the three months ended September 30, 1991, at the rate of $34,730, the fourth quarter billing for the three months ended December 31, 1991, at the rate of $34,730 per quarter, and the first quarter billing for the three months ended March 31, 1992, at a rate of $34,730 per quarter respectively.

During the 1991-1992 budget deliberations, the Board reduced the funding for the Social Development Commission from $138,920 to $100,000 During May 1992, the Board also authorized a $4,190 contingency fund transfer to make funds available to pay the first quarter billing. Payment of the second quarter billing of $34,730 will result in a budget deficit of $34,730.

Your Committee recommends that a Contingent Fund Transfer of $34,730 be authorized and that the second quarter billing of $34,730 be paid to the Community Relations-Social Development Commission.

* * * * *

(ITEM 40) The Superintendent advised your Committee that:

Because of the nature of the summer school program, where two budget cycles are required to cover the costs of the summer school session, it is necessary to accrue funds to cover salary costs at the end of the fiscal year. In order to make these accruals this year, it is necessary to transfer funds from various accounts within summer school budgets to other accounts within those budgets.

Funds are available within the summer school budgets to accommodate these transfers.

Your Committee recommends that $454,716 be transferred within summer school budgets to accommodate the necessary accruals and to meet the needs of the summer school program approved by the Board.

* * * * *

(ITEM 41) The Superintendent advised your Committee that:

Due to the unavailability of certified staff to fill certain exceptional education staff positions, some salary accounts within the Department of Exceptional Education and Supportive Services will not be fully expended.

Due to previous underbudgeting and delayed billing from the City of Milwaukee for nursing services provided in the 1990-1991 school year, there is a shortage of monies in the current contracted accounts to pay for the supplementary nursing services provided by the Milwaukee Health Department to students with exceptional education needs.

Your Committee recommends that $200,000 be transferred from the salary accounts indicated to cover the bills submitted by the Milwaukee Health Department for contracted nursing services rendered.

* * * * *

(ITEM 42) The Superintendent advised your Committee that:

Space for the Exceptional Education *Times Center*, which has been located at Lincoln Center for the past several years, is provided in the Milwaukee Education Center.

There is money available in the budget for the Career Education and Vocational Center to pay the moving costs. The money needs to be moved to the appropriate line.

Your Committee recommends that $20,000 be transferred from Career Education and Vocational Center salaries to appropriate accounts in the Special and Contingent funds.

* * * * *

(ITEM 43) The Superintendent advised your Committee that:

During the preparation of the 1991-1992 budget last year, funds for payment of dues for 1992-1993 for North Central Association of Colleges and Schools (NCA) were deleted from the budget.

There is money available in budget of the Deputy Superintendent to pay the 1992-1993 NCA dues for elementary and middle schools. The money needs to be moved to the appropriate line.

Your Committee recommends that $17,018 be transferred within the Deputy Superintendent's budget from "Other Expenses" to "Dues."

* * * * *

(ITEM 44) The Secretary-Business Manager advised your Committee that:

Court Reporting Services are required for all Board and Committee meetings, employee disciplinary appeals, and student expulsions. During the 1991-1992 school year, the demand for reporting services far exceeded any recent year's demands for such services; thus a need exists to increase the 1991-1992 budget appropriation to avoid deficit spending.

Your Committee recommends that $24,000 be transferred from the Contingency Fund to the Reporting Services line.

* * * * *

(ITEM 45) Your Committee reports having received a report from the Superintendent on Shared Decision Making Workshops for School Administrators

* * * * *

(ITEM 46) Your Committee reports having received a report from the Superintendent on School to Work Initiatives

* * * * *

Director Bills moved that the recommendations of the Committee of the Whole be approved, including those items which require suspension of related Board rules for approval, those items being numbers 2, 31, 32, 33, 34, 36, and 44, and that item 22 be sent to the Board for further discussion.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 11:36 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 24, 1992

Special meeting of the Board of School Directors called to order at 6:34 PM.

Present—Directors Bills, Lucey, O'Connell, O'Neil and Small—5.

Absent and Excused: Directors Johnson, Mallory, Sinicki and President Mitchell—4.

By unanimous consent, Director O'Connell assumed the chair.

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

June 17, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, June 24, 1992, in Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing, discussing, and possibly taking action relative to the Wyatt compensation study report draft.

This meeting immediately precedes the June meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of reviewing, discussing, and possibly taking action relative to the Wyatt compensation study report draft.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, O'Neil and Small—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:37 PM.

The Board rose from the Committee of the Whole at 8:02 PM.

Director O'Connell, who chaired the Committee of the Whole, reported that the Committee had given hearing to interested persons with respect to the Wyatt Compensation Study Report Draft.

Director Lucey moved that the Board accept the Committee's report.

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

Ayes—5; Noes—0.

The Board adjourned at 8:05 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 24, 1992

Regular meeting of the Board of School Directors called to order by Vice-President Bills at 8:22 PM.

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

Absent and excused—President Mitchell—1.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the Department of Public Works regarding a request from the Wisconsin Electric Power Company to install and maintain underground cable across Gaenslen School property.

Referred to the Committee on Finance and Facilities.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

June 24, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individuals be promoted or assigned to the classifications indicated, effective upon assignment following approval by the Board:

(r)	Frederick Carr	Principal Hopkins Street School	Schedule III, Range 14D $65,326
(r)	Eugene Humphrey	Principal Muir Middle School	Schedule III, Range 14D $56,110
(r)	Fermin Burgos	Director, Department of Alternative Programs	Schedule III, Range 13A $72,027
(r)	Albert Cooper, Sr.	P-5 Coordinator	Schedule III, Range 10A $68,813

Since the Personnel and Negotiations Committee will not have another regular meeting until August, I am submitting these promotions directly to the Board. Approval at this time is needed to ensure orderly planning for the opening of school in the fall.

In order to allow planning to continue for North Division High School, I have named Annethee Boyd as assistant principal in charge. Depending on the outcome of discussions with the North Division Advisory

Committee and the Administrators and Supervisors Council, I will submit a recommendation at the July Board meeting regarding the administrative structure for the school.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

(r) Resident

Director Mallory moved that the Board retire to executive session regarding the administrative appointments;

The motion prevailed, the vote being as follows:

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

Noes—Directors O'Connell and O'Neil—2.

Voting "present"—Directors Johnson and Lucey—2.

The Board retired to executive session at 8:27 PM.

The Board reconvened in open session at 8:58 PM.

The question being on approval of the superintendent's appointments, they were approved, the vote being as follows:

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

Noes—None.

(Item 2)

June 24, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Over the past several weeks, various Board members have expressed the desire to have a consultant review the budgeting process. In order to expedite matters and assist the Board in this matter, I am in the process of retaining Deloitte and Touche for this purpose.

In reviewing the process by which the MPS budget is developed, including school level budgets, and identifying improvement opportunities, Deloitte and Touche will:

- Review the detailed budget document and identify any elements which might raise policy issues not addressed in the financial overview.

- Review revenue trends in relationship to prior years and summarize material shifts in revenue sources.

- Review underlying assumptions and the process for developing revenue and expenditure estimates, and identify material inconsistencies with historical experience or disagreement with recommended initiatives.

•Review the policies and guidelines affecting which types of expenditures will be controlled at the school level versus at the central administrative level.

•Review and summarize year to year changes in the overall allocation of resources (personnel and other budgeted expenditures) between schools and the central administration.

Deloitte and Touche estimates it will take from five to seven weeks to complete the study.

Since the contract is less than $25,000, Board approval is not necessary. Sufficient funds are available in existing consultant accounts to fund the study.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

ALLOWANCE OF ACCOUNTS

The Secretary-Business Manager presented the schedule of payrolls and accounts for the period of May 1, 1992, through May 31, 1992, covering vouchers for the several funds as certified by the Secretary-Business Manager and shown below:

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 31742 to 36064, inclusive

Payrolls (net of withholdings)	$16,441,551.93	
Accounts	$36,840,514.08	
		$53,282,066.01

CONSTRUCTION FUND

Accounts, Voucher Nos. 1489 to 1541, inclusive

Accounts	$402,206.53

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1049 to 1142, inclusive

Payrolls (net of withholdings)	156,108.32	
Accounts	$249,329.54	
		$405,437.86

TOTAL $54,089,710.40

* * * * *

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

Ayes—8; Noes—0.

COMMITTEE OF THE WHOLE (JUNE 15, 1992)

At its meeting on June 15, 1992 (Proc., pp. 104-105; 118), the Board held over for further discussion Item 22 of the Report of the Committee of the Whole:

(ITEM 22) The Secretary-Business Manager advised your Committee that:

On May 27, 1992 (Proc., p. 52), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

Section 119.52 (5)(c), Wisconsin Statutes, requires the Board of School Directors to pay the prevailing wage rates on construction contracts.

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).

A five year historical overview of the percent increases for each job classification is included in the attachments for this item. It also identifies which items affect MPS personnel.

A breakdown by ethnic origin of the prevailing wage personnel employed by the Department of Facilities and Maintenance Services is also included in the attachment.

The Secretary-Business Manager recommended That should the Board determine the change in the prevailing wage rate has merit, the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

Your Committee recommends:

1. That the statutory requirement of the Board under 66.293 of the statutes to pay the prevailing wage rate on contracts be reaffirmed;
2. That the wage increases for school district employees be held at the Board level pending the outcome of the budget and further negotiations with all other bargaining units.

Director Mallory moved concurrence with the recommendations of the Committee of the Whole.

The motion prevailed, the vote being as follows:

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

Noes—Director Mallory—1.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented twelve reports of expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors: Thursday, May 29, 1992, at 2:30 PM; Monday, June 1, 1992, at 9:00 AM; Tuesday, June 2, 1992, at 1:00 PM; Tuesday, June 2, 1992 at 2:15 PM; Tuesday, June 2, 1992 at 3:15 PM; Thursday, June 11, 1992, at 9:00 AM; Thursday, June 11, 1992, at 10:30 AM; Thursday, June 11, 1992, at 1:30 PM; Monday, June 15, 1992, at 9:00 AM; Monday, June 15, 1992,

at 10:30 AM; Wednesday, June 17, 1992, at 9:00 AM; and Friday, June 19, 1992, at 9:00 AM.

Director Johnson moved to accept the reports.

The motion prevailed, the vote being as follows:

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

Noes—None.

NEW BUSINESS

Director Mallory moved to suspend Board Rules and to cancel the Committee meetings for July.

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

Ayes—8; Noes—0.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Communication received June 1, 1992, from the Milwaukee Building and Construction Trades Council regarding wage rates.

Referred to the Committee on Finance and Facilities.

Communication received June 12, 1992, from the Milwaukee Building and Construction Trades Council regarding wage rates.

Referred to the Committee on Finance and Facilities.

Communication from Pastor Paul Bland requesting the use of Washington High School for religious activities on Sunday mornings.

Referred to the Committee on Finance and Facilities.

Communication from Richard Pieper requesting the Board to consider the method of using Pieperpower school facilities for the purpose of K-12 education.

Referred to the Committee on Finance and Facilities.

Communication from Richard Pieper pertaining to praising successful schools.

Received and placed on file.

RESOLUTIONS

By Director Johnson:

WHEREAS, There has been much controversy generated over the dual administrative structure in the Milwaukee Public Schools; and

WHEREAS, It would be in the best interest of the district to finally resolve this matter; and

WHEREAS, This will allow the Board and Superintendent to cohesively work together on issues benefiting the children of Milwaukee; therefore, be it

RESOLVED, That all functions necessary to run the day-to-day operations of the school system be under the control of the Superintendent.

Director Johnson moved that the resolution be acted on at this meeting.

Director Small moved a substitute to hold the resolution at the Board level until the recommendations of the consultant come to the Board.

The substitute motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Lucey—2.

Voting "present"—Director Mallory—1.

By Directors Small and Sinicki:

RESOLVED, That the Milwaukee Public Schools maintain and improve the depth and scope of programs currently delivered at the secondary schools and Milwaukee Trade and Technical High School; and be it

FURTHER RESOLVED, That the 1800 students enrolled at Milwaukee Trade and Technical High School and future student enrollments in the school be provided with an adequate, safe facility in which they are encouraged to learn and prepare for vocational/technical and professional careers; and be it

FURTHER RESOLVED, That a decision be made with regard to the replacement of Milwaukee Trade and Technical High School as the decision has significant impact on the Facilities Standard and subsequent referendum being developed by the Milwaukee Board of School Directors; and be it

FURTHER RESOLVED, That Vocational/Technical programs and facilities be developed to meet the needs of students and be flexible to accommodate changes in program or technologies; and be it

FURTHER RESOLVED, That a vocational/technical committee be maintained to oversee implementation and evaluation of vocational programs; and be it

FURTHER RESOLVED, that individual schools' staff participate in the planning, development, implementation and evaluation process as the vocational/technical program warrants.

Director Small moved to suspend Board Rules for immediate consideration of the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Sinicki, Small and Vice-President Bills—7.

Noes—Director Lucey—1.

Director Small moved adoption of the resolution.

After discussion, Director Small requested unanimous consent of the Board to withdraw the resolution for resubmission at a later date.

There being no objection, the request was granted.

By Director Lucey:

WHEREAS, The Milwaukee Public Schools ("MPS") face increasing costs and limited revenue sources, making cost-cutting measures at all levels necessary; and

WHEREAS, MPS expenditures on court reporters' transcripts of meetings of the Milwaukee Board of School directors ("the Board") and its committees, and of student expulsion hearings during the 1991-92 school year far exceeded any recent year's expenditures in this area; and

WHEREAS, Many of the transcripts of Board, committee , and expulsion panel hearings are ultimately filed for discarded without being put to any use at all; and

WHEREAS, MPS can substantially reduce its expenditures on court reporters by having reporters make stenographic records of all Board, committee and expulsion panel proceedings, but only ordering transcription of those records on an "as needed" basis; now, therefore, be it

RESOLVED, That the practice of routinely ordering transcription of the court reporters' verbatim notes of all Board, committee and expulsion panel proceedings be terminated; and be it

FURTHER RESOLVED, That hereafter only regular monthly Board and committee meetings will be routinely transcribed, with all other proceedings to be transcribed only if specifically requested within a reasonable time after the meeting by any Board member, the Superintendent, the Secretary-Business Manager, any cabinet level appointee of the Superintendent or Secretary-Business Manager, or any staff member or student (or the representative of any staff member or student) who is the subject of any such proceeding.

Referred to the Committee on Finance and Facilities.

By Director Lucey:

WHEREAS, Milwaukee Trade and Technical High School ("Tech") has proven itself over many years to be a highly effective institution in preparing young Milwaukeeans for careers in the skilled trades and industrial technology; and

WHEREAS, At least some part of the existing building and facilities at Tech has become obsolete and unsuitable for providing up-to-date vocational and technical training; and

WHEREAS, The Milwaukee Public Schools ("MPS") have enormous needs for new facilities and a limited ability to obtain funding for these needs through the referendum process; and

WHEREAS, The Milwaukee Area Technical College ("MATC") is also devoted to the mission of providing vocational and technical education to young Milwaukeeans, and is presently considering a proposal to operate a technical high school of some kind; and

WHEREAS, The State of Wisconsin has recently enacted legislation providing authority for MPS and MATC to work collaboratively in developing and conducting educational programs; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors ("the Board") authorized the Superintendent of MPS to enter into discussions with MATC about the possible collaborative development of a new vocational and technical high school, and to report to the Board on the progress of those discussions no later than the Board's October 1992 meeting.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 10:07 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of June 13, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	320	330		4	519	6	61	52	8		650
K3	391	288		7	364	47	46	194	21		679
PK	189	95			201	3	26	50	4		284
K4	2010	1885		37	2024	138	371	1243	82		3895
K5	4244	4091	1	95	4743	329	828	2231	106	4	8336
01	4943	4462		110	5608	338	981	2266	102		9405
02	4274	4091	1	102	4923	331	842	2074	93	1	8366
03	4053	3899		77	4624	323	852	1993	83		7952
04	3929	3769		93	4404	291	785	2028	97		7698
05	3871	3644		91	4409	271	749	1923	72		7515
06	3907	3707		96	4573	243	752	1867	83		7614
07	3412	3448		87	4114	205	714	1664	76		6860
08	3159	3115		87	3667	171	647	1644	58		6274
09	3784	3713		101	4292	198	734	2100	72		7497
10	3170	3112		70	3392	204	593	1945	78		6282
11	2368	2517		55	2502	157	447	1674	50		4885
12	1725	2052		40	1802	137	324	1437	37		3777
13	4							4			4
Invalid	3	4			2	1	1	3			7
TOTAL	49756	48222	2	1152	56163	3393	9753	26392	1122	5	97980

Total Active Detached..... 87 (Included above) Total Suburban Transfers—5577

Total Inactive..... 281 (Not included above)

Brown Deer	177	Glendale/River Hills	127	Mequon-Thiensville	217	St. Francis	120
Cudahy	234	Greendale	245	New Berlin	92	Wauwatosa	828
Elmbrook	224	Greenfield	53	Nicolet	150	West Allis	355
Fox Point	144	Hamilton	83	Oak Creek	315	Whitefish Bay	332
Franklin	345	Maple Dale-Indian Hills	300	Shorewood	305	Whitnall	264
Germantown	36	Menomonee Falls		South Milwaukee	331		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1421	75.9	103.0	5.0	Milwaukee Tech	1800	85.5	131.0	4.0
Custer	1068	68.0	78.0	4.0	North Division	865	74.0	99.0	6.0
Hamilton	1627	83.6	111.0	5.0	Pulaski	1436	68.3	102.0	5.0
Juneau	749	85.3	60.0	3.0	Riverside	1393	87.6	106.0	5.0
King	1165	90.0	73.0	3.0	South Division	1581	71.0	125.0	5.0
Madison	1167	73.4	77.0	5.0	Vincent	1263	69.9	95.0	5.0
Marshall	1147	66.4	80.0	5.0	Washington	1503	79.3	114.0	5.0
MHSA	751	87.7	60.0	3.0	TOTAL	18936	77.7	1414.0	68.0
MIDDLE SCHOOLS									

Audubon	903	83.2	63.0	3.0	Parkman	481	81.1	47.0	3.0
Bell	860	81.8	64.0	3.0	Robinson	512	90.8	39.0	2.0
Burroughs	909	82.9	63.0	3.0	Roosevelt	672	88.4	49.0	2.0
Edison	843	83.8	67.0	3.0	Sarah Scott	627	81.2	52.0	3.0
Fritsche	965	84.6	66.0	3.0	Sholes	816	80.0	59.0	3.0
Fulton	605	75.3	47.0	3.0	Steuben	882	85.1	60.0	3.0
Grand Avenue	678	80.8	52.0	3.0	Walker	833	78.9	58.0	3.0
Kosciuszko	724	75.0	58.0	3.0	Webster	927	85.0	63.0	3.0
Lincoln	521	79.9	43.0	2.0	Wright	767	85.9	60.0	3.0
Morse	1131	92.6	67.0	3.0					
Muir	896	80.9	67.0	3.0	TOTAL	15552	83.1	1144.0	57.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	358	89.6	18.2	1.0	Holmes	708	89.0	46.9	2.0
Allen Field	1017	93.9	53.5	2.0	Hopkins	785	89.7	48.5	2.0
Auer	605	92.3	39.0	1.5	Humboldt Park	576	92.9	30.0	1.5
Barton	581	92.1	27.0	1.5	Irving	680	92.3	38.5	2.0
Brown Street	561	92.4	36.0	2.0	Kagel	383	96.4	24.4	1.0
Browning	450	89.1	23.3	1.0	Keefe Av.	618	90.5	38.3	2.0
Bruce	543	90.5	28.1	1.5	Kilbourn	416	95.3	23.0	1.0
Bryant	572	88.8	30.5	1.5	Kluge	555	93.5	31.5	1.5
Burbank	550	90.0	23.8	1.5	LaFollette	609	93.7	40.3	2.0
Burdick	535	87.2	30.0	1.5	Lancaster	610	94.9	29.0	1.5
Carleton	505	95.2	23.6	1.0	Lee	611	88.6	36.2	2.0
Cass	575	88.8	37.1	2.0	Lincoln Av.	652	89.0	30.5	1.5
Clarke	480	97.0	30.4	1.5	Lloyd St.	562	94.4	33.0	1.5
Clemens	437	93.1	23.2	1.0	Longfellow	646	95.5	32.0	1.5
Clement	468	90.4	21.5	1.0	Lowell	286	94.5	11.9	1.0
Congress	476	89.2	22.9	1.5	MacDowell	520	93.7	26.0	1.5
Cooper	401	89.9	21.5	1.0	Manitoba	366	95.0	31.5	2.0
Curtin	341	92.4	18.2	1.0	Maple Tree	525	90.8	24.0	1.5
Doerfler	671	94.6	31.5	1.5	Maryland Av.	340	90.5	20.2	1.0
Douglass	274	95.1	14.4	1.0	McNair	314	92.3	17.0	1.0
Dover	627	90.0	29.0	1.5	Meir	236	95.8	14.7	1.0
Dr. King	523	92.8	33.8	1.5	Mitchell	770	89.0	34.5	2.0
Eighty-eighth	369	93.8	18.2	1.0	Morgandale	586	94.9	26.8	1.5
Eighty-first	465	89.6	20.8	1.0	Multilingual	328	86.9	21.0	1.0
Eighty-second	497	95.6	25.5	1.0	Neeskara	409	95.2	29.0	1.0
Elm	560	94.3	31.5	1.0	Ninety-fifth	327	88.9	17.1	1.0
Emerson	265	90.4	15.7	1.0	Palmer	599	89.0	42.1	2.0
Engleburg	484	92.9	27.6	1.5	Parkview	388	90.8	19.5	1.0
Fairview	530	92.1	32.0	1.5	Philipp	331	89.0	18.7	1.0
Fernwood	460	88.1	28.0	1.5	Pierce	564	88.4	35.5	2.0
Fifty-fifth	495	92.7	23.8	1.0	Riley	619	95.6	33.6	1.5
Fifty-third	390	95.3	20.2	1.0	River Trail	324	87.9	20.5	1.0
Forest Home	931	94.0	47.5	2.0	Seventy-eighth	573	88.9	29.0	1.5
Franklin	562	91.7	41.0	1.5	Sherman	568	94.3	27.6	1.5
Fratney	359	97.0	18.7	1.0	Siefert	579	92.3	36.2	1.5
Gaenslen	673	87.5	55.0	2.0	Silver Spring	355	91.1	19.2	1.0
Garden Homes	494	85.8	29.1	1.5	Sixty-fifth	368	90.7	17.5	1.0
Garfield	433	95.0	26.3	1.0	Sixty-seventh	333	88.4	15.9	1.0
Garland	362	89.4	14.4	1.0	Starms	328	93.2	17.1	1.0
Goodrich	421	92.2	22.0	1.0	Story	517	94.2	33.9	2.0
Grant	599	91.1	27.3	1.5	Stuart	335	93.1	18.0	1.0
Grantosa	646	91.7	34.5	1.5	Thirty-eighth	563	96.0	26.7	1.5
Granville	433	90.3	26.5	1.0	Thirty-fifth	333	93.9	14.4	1.0
Green Bay Av.	550	95.4	30.3	1.5	Thirty-first	483	96.2	28.8	1.5
Greenfield	397	95.6	18.0	1.0	Thirty-seventh	536	92.3	31.1	1.5
Hampton	594	90.7	30.0	1.5	Thoreau	730	91.0	33.0	1.5
Happy Hill	490	90.5	24.3	1.5	Thurston Woods	297	88.5	12.9	1.0
Hartford	575	95.2	31.7	2.0	Tippecanoe	229	94.6	13.5	1.0
Hawley	326	94.3	16.4	1.0	Townsend	513	96.7	21.5	1.0
Hawthorne	376	92.4	18.0	1.0	Trowbridge	371	91.9	19.2	1.0
Hi-Mount	457	97.6	24.5	1.0	Twenty-first	594	93.3	39.0	1.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS, continued									
Twenty-seventh	643	89.2	39.0	2.0	Whitman	461	88.4	23.5	1.0
Urban Waldorf	296	94.1	20.0	1.0	Whittier	201	94.1	8.4	1.0
Victory	473	94.7	28.5	2.0	Wisconsin Av.	698	89.6	31.0	2.0
Vieau	592	93.3	36.0	2.0	Zablocki	615	95.6	31.0	1.5
Wheatley	690	87.2	40.5	2.0	TOTAL	55260	92.1	3033.4	151.5
OTHER SCHOOLS									
Craig	115	45.6	13.0	1.0	Manitoba Ortho.	109	92.3	.0	.0
Demmer	79	41.8	6.0	1.0	Mitchell Alt. HS	109	49.5	11.0	1.0
Hayes	108	57.8	15.5	1.0	Pleasant View	144	80.9	16.0	1.0
Kilmer	212	85.1	17.5	1.0	Sixty-eighth	173	71.8	15.0	1.0
Lady Pitts	218	56.6	15.5	1.0	Stay	92	63.7	4.0	1.0
Lapham Park	204	77.4	10.0	1.0	Commun. Based	1043		22.0	.0
Lavarnway	49	93.5	3.0	1.0	TOTAL	2655	69.8	148.5	11.0
					MPS TOTAL	92403	87.1	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of June 13, 1992
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.	45	2	2251	24	23	0	350	4	986	20	39	0	3694	50	3744
Emotion. Dist.	27	1	1404	61	2	0	119	2	516	27	28	2	2096	93	2189
Autistic	1	0	77	6	1	0	4	1	50	1	2	0	135	8	143
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	40	39	1	0	6	8	16	34	0	2	64	84	148
Physically Hdcp.	4	0	261	116	14	4	56	10	192	121	9	7	536	258	794
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	82	26	19	2	16	4	86	19	12	0	218	51	269
Mentally Ret.	10	3	1333	204	17	9	138	30	388	109	12	6	1898	361	2259
Speech/Languag	37	23	2042	1389	53	42	286	225	1126	700	40	43	3584	2422	6006
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	128	30	7490	1865	130	57	975	284	3360	1031	142	60	12225	3327	15552
Ethnic Totals	158		9355		187		1259		4391		202		15552		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 6:10 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and Vice-President Bills—5.

Absent and excused—Directors Johnson, Mallory, O'Connell and President Mitchell—4.

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

June 23, 1992

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 6:30 PM, has been rescheduled to meet at 6:00 PM, Thursday, June 25, 1992 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning negotiation matters relative to the Building Trades.

In order to formulate strategies concerning negotiations matters relative to the Building Trades, the Board, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, may retire to executive session.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

Change in Meeting Time

Director Small moved that the Board retire to executive session for the purpose of formulating strategies concerning negotiation matters relative to the Building Trades.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:12 PM.

The Board adjourned from executive session at 6:45 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 6:50 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and Vice-President Bills—5.

Absent and excused—Directors Johnson, Mallory, O'Connell and President Mitchell—4.

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

June 23, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:30 PM, Thursday, June 25, 1992 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of formulating collective bargaining strategies concerning negotiation matters.

In order to formulate collective bargaining strategies concerning such negotiation matters, the Board, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, may retire to executive session.

This meeting immediately precedes a meeting of the Budget Committee scheduled for 7:30 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

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

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board adjourned from executive session at 7:45 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:47 PM.

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

Absent and excused—Directors Johnson, Mallory, O'Connell and Small—4.

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

June 26, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, June 30, 1992 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of approving the Secretary-Business Manager's communication to Chuck Gobel regarding his request, on behalf of Dr. Cecil Austin, for a hearing before the Personnel and Negotiations Committee.

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

SUZANNE LUNDIN
Secretary-Business Manager

The Secretary-Business Manager indicated that the Personnel and Negotiations Committee had met to review a communication to Mr. Gobel indicating that according to Board Rule 2.36, Mr. Austin was not entitled to a hearing because he was not reduced in status, penalized, suspended or discharged as a result of disciplinary proceedings.

The Committee recommended that the Board authorize the Secretary-Business Manager to send the letter to Mr. Gobel.

Director Lucey moved concurrence in the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

The meeting adjourned at 6:50 PM.

SUZANNE LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:30 PM.

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

Absent—None.

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

June 17, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Tuesday, June 30, 1992 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing the final budget adjustments, taking action on recommendations regarding the 1992-1993 budget, and adopting the 1992-1993 budget.

SUZANNE LUNDIN
Secretary-Business Manager

BUDGET COMMITTEE

President Mitchell presented the following report for the Budget Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Budget presents the following report on the 1992-1993 budget:

(ITEM 1) With respect to the 1992-1993 School Operations Fund Budget, your Committee forwards the Superintendent's recommended budget to the Board without recommendation.

Your Committee also forwards the following resolution, based on the Superintendent's recommended budget, to the Board without recommendation:

> 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 $583,325,935 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 1992-1993; and that $218,440,704 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 1992, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

The Superintendent submitted the following proposed adjustments to his recommended budget:

Increases in expenditures and revenues:

	Expenditures	Revenues
High and Middle School Funding Restoration	$1,900,940	0
School Contingent Fund Addition	250,000	0
Milw. Educ. Center/Family Literacy Center	588,000	0
Graphics Arts Program	500,000	0
Southeast Asian/Native American Prog.	200,000	0
King Elementary	198,763	0
Thurston Woods Elementary	167,649	0
Lloyd Street - ALIC And PEER	50,000	50,000
Student Tuition Reimbursement	10,000	0
Add Grant Writer	67,000	0
District Contingent Fund Addition	400,000	0
Advanced Placement Tests	39,000	0
Add Two Human Relations Coordinators	121,500	0
Miscellaneous Revenue from DHSS	0	28,500
School Operations Applied Surplus	0	1,200,000
TOTAL INCREASES	$4,492,852	$1,278,500

Decreases in expenditures and revenues:

	Expenditures	Revenues
Energy Grants Transferred to Construction Fund	0	$-200,000
Facilities Costs Cut from Operations Fund	$-4,070,000	0
Alternative Schools Reallocation	-25,000	0
Warehouse and Delivery Vacancy & Turnover	-29,300	0
School Safety Vacancy & Turnover	-60,000	0
Reduce One Altern. School Assist.Principal	-62,000	0
Consultant Service Reductions	-75,000	0
Driver Education Indigent Fees	-75,000	0
Eliminate Office of Director, Educ. Prog.	-108,534	0
Reduce Admin. Support & Account. Staff	-130,000	0
K-12 Curriculum Development	-200,000	0
Facilities and Maintenance Services Reductions	-200,000	0
Reduce Four Psychologists	-241,650	0
Tuition Reimbursement	-300,000	0
Reduce Agency Programs	-475,000	0
Medical Insurance Re-estimate	-1,000,000	0
TOTAL DECREASES	$-7,051,484	$200,000

Director Lucey moved approval of the Superintendent’s recommended budget with his adjustments:

Separate consideration was requested of the following amendments proposed by the Superintendent:

> The Family Literacy Center ($190,000 of $588,000), King and Thurston Woods Elementary Schools, an additional grant writer, driver education indigent fees, reductions in administrative support and accountability staff, and reductions in agency programs.

Separate consideration was also requested of the following items in the original budget:

> The Keefe and Urban Waldorf school budgets, the dollar per pupil floor for elementary schools, funding for high and middle schools, driver education, utility workers, bilingual teachers, guidance, marketing and distributive education, psychologists, human relations, interscholastic academics, audiovisual assistants, governance restructuring, ITFS programming, the governmental relations department, violence reduction programs, the radio station, consultant services, out-of-town travel, and organizational and structural matters contained in the budget.

The question being approval of the remainder of the Superintendent's increases and decreases, the remainder of the increases and decreases were approved, the vote being as follows:

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

Noes—None.

Director Bills moved approval of a $2100 per pupil floor for elementary schools.

Director Mallory moved a substitute, that the 32 elementary schools that are below $2000 be brought up to the $2000 floor in the 93-94 budget and that those schools be given priority for increases in next year’s budget.

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

Ayes—Directors Lucey, Mallory, O’Connell and O’Neil—4.

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

Director Lucey offered a substitute motion, that the floor be established at $2000 per pupil for elementary schools.

The substitute was adopted the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, O’Connell, O’Neil and President Mitchell—6.

Noes—Directors Bills, Sinicki and Small—3.

Director Bills moved to add $478,578 to raise the equity funding for the high and middle schools to 85%.

Director Small proposed a substitute, that $2.8 million be restored to the funding for the high and middle schools.

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

Ayes—Directors Bills and Small—2.

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

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

The question being on the original motion, the motion was approved, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, Sinicki, Small and President Mitchell—6.

Noes—Directors Mallory and O'Neil—2.

Voting "present"—Director Johnson—1.

Director Mallory moved approval of the Superintendent's proposal to fund the Family Literacy Center in the amount of $190,000.

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

Ayes—Directors Lucey, O'Connell and President Mitchell—3.

Noes—Directors Bills, Johnson, Mallory, O'Neil, Sinicki and Small—6.

In light of the previous action on raising the elementary per pupil floor, the Superintendent withdrew his proposed additions of $198,763 to the Martin Luther King Jr. Elementary School and $167,649 to the Thurston Woods Elementary School budgets.

Director Small moved concurrence in the Superintendent's recommendation for a grant writer.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Lucey, O'Connell, Sinicki and President Mitchell—6.

Noes—Directors Mallory, O'Neil and Small—3.

Director O'Connell moved to reinstate the budgets for the Keefe and Urban Waldorf schools.

The motion prevailed, the votes being as follows:

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

Noes—None.

Director Lucey moved to reject the Superintendent's proposal to reduce funding for agency programs and to reinstate funding in the amount of $475,000.

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

Ayes—Directors Lucey, O'Connell, O'Neil and President Mitchell—4.

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

Voting "present"—Director Johnson—1.

The Board recessed from 11:32 PM to 12:02 AM.

Director Lucey moved to restore driver's education to the budget as a school year program only and with the fee for paying students increased to $150, but no fee for indigent students, at a cost of $493,325 less non-tax revenue estimated at $120,000.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director O'Neil moved to restore 22 utility workers (Facilities and Maintenance Services Reductions).

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

Ayes—Directors O'Connell, O'Neil, Sinicki and Small—4.

Noes—Directors Bills, Johnson, Lucey, Mallory and President Mitchell—5.

Director Mallory moved that $177,863 be restored to the bilingual program for 8.5 paraprofessional aides.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director O'Connell moved to restore the Guidance Coordinator and the Career Education Supervisor to the budget.

Director Mallory requested separation of the question.

The question being on the motion to restore $96,000 for the Guidance Coordinator position, the motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O;Connell, Sinicki and Small—6.

Noes—Directors Lucey and O'Neil and President Mitchell—3.

The question being on the motion to restore the Career Education Supervisor position, The motion failed of adoption, the vote being as follows:

Ayes—Directors Sinicki and Small—2.

Noes—Directors Bills, Johnson, Lucey, Mallory, O;Connell, O'Neil and President Mitchell—7.

Director Sinicki moved to restore the position of director of Marketing and Distributive Education.

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

Ayes—Directors O'Connell, Sinicki and Small—3.

Noes—Directors Bills, Johnson, Lucey, Mallory, O'Neil and President Mitchell—6.

Director Bills moved to restore $30,000 for one-half psychologist position.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

The chair ruled that no action was necessary relative to the human relations coordinator positions.

Director Mallory moved to restore $50,000 to the interscholastic academics account.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director O'Neil moved to restore one audio-visual assistant in the Division of Curriculum and Instruction.

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

Ayes—Directors O'Connell and O'Neil—2.

Noes—Directors Bills, Johnson, Lucey, Mallory, Sinicki, Small and President Mitchell—7.

Director O'Neil moved to restore one audio-visual assistant in the Division of Public Affairs for the ITFS system.

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

Ayes—Directors O'Connell, O'Neil and Small—3.

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

Director Bills moved to restore $150,000 to the contingency for Governance Restructuring fund.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Sinicki, Small and President Mitchell—6.

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

Director Bills moved to restore minimum funding for the ITFS system in the amount of $65,000.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Voting "present"—Director Johnson—1.

Director O'Connell moved to restore $96,847 for one position in the governmental relations department.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Sinicki and Small—5.

Noes—Directors Lucey, O'Neil and President Mitchell—3.

Voting "present"—Director Johnson—1.

Director Johnson requested permission to change his vote from no to aye on the contingency for Governance Restructuring fund.

There being no objection, the request was granted.

Director Mallory requested permission to change her vote from aye to present on the position in the governmental relations department.

There being no objection, the request was granted.

Director Bills moved to reduce violence reduction program materials and to fund one psychologist position instead, at no additional cost or reduction.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mallory moved to reduce all travel accounts by $37,366 to a sum not to exceed $145,000, with $81,000 being allocated to the schools and $64,000 to the central administration.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, O'Connell and Small—5.

Noes—Directors Bills, O'Neil and President Mitchell—3.

Voting "present"—Director Sinicki—1.

Director Johnson moved that the consultant account be reduced by $234,000 and that the administration develop a policy on how the district consults and uses consultants and until that time all consultant dollars be put in a Board account.

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

Ayes—Director Johnson—1.

Noes—Directors Bills, Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—6.

Voting "present"—Director Small—1.

Temporarily absent—Director Mallory—1.

Director Lucey moved to eliminate radio station WYMS.

The motion failed for lack of a second.

Director Mallory moved that the $250,000 that was in the unalloted school account be placed in the district contingency account to support a possible referendum and that the $400,000 originally intended for the referendum be put in the school unalloted account to provide a cushion for the high schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mallory moved to fund the Literacy Center at $190,000.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Director Lucey moved concurrence in the Superintendent's recommendation with respect to the reduction in the administrative support and accountability staff by $130,000.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Mallory—2.

Director Lucey moved to restore $250,000 of the $475,000 cut by the Superintendent to the agency programs account for the expansion of alternative and CBO programs.

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

Ayes—Directors Lucey, O'Connell, O'Neil and President Mitchell—4.

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

Voting "present"—Director Johnson—1.

Director Mallory moved to restore $150,000 of the $475,000 cut by the Superintendent to the agency programs account for the expansion of alternative and CBO programs.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Bills moved to add $3,393,179 to raise the elementary per pupil floor to $2,050 for all schools receiving less than that amount.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Sinicki and President Mitchell—5.

Noes—Directors Lucey, O'Neil and Small—3.

Temporarily absent—Director Mallory—1.

Director Lucey moved for approval of the restructuring proposal of the Superintendent contained in the budget.

Director Mallory moved to amend the motion to continue to have the department of Information Systems report to the Secretary-Business Manager pending the consultant's study and recommendations.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, Sinicki, Small and President Mitchell—7.

Noes—Directors Lucey and O'Neil—2.

Director Sinicki moved to amend the motion to provide that the departments of Intergovernmental Affairs and Financial Services continue to report to the Secretary-Business Manager until the results of the consultant's study are available.

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

Ayes—Directors Sinicki and Small—2.

Noes—Directors Bills, Johnson, Lucey, Mallory, O'Connell, O'Neil and President Mitchell—7.

Director Mallory moved to reconsider the previous vote to continue to have the department of Information Systems continue to report to the Secretary-Business Manager pending the consultant's study and recommendations.

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

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

Noes—None.

Voting "present"—Director Johnson—1.

Director Mallory moved for concurrence with the Superintendent's original recommendation regarding the department of Information Systems.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Connell, O'Neil and President Mitchell—5.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

Director Bills moved to amend the motion to provide that the department of Alternative Programs report to the Deputy Superintendent.

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

Ayes—Director Bills—1.

Noes—Directors Lucey, Mallory, O’Connell, O’Neil, Sinicki, Small and President Mitchell—8.

The question being on the original motion for approval of the restructuring proposal of the Superintendent contained in the budget, the restructuring proposal was approved, the vote being as follows:

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

Noes—None.

Director Mallory moved that all schools as they exercise control over their own local budgets follow all Board approved rules and policies, including adherence to policies such as K-12 curriculum guidelines, purchasing policies and procedures which include minority, women and disadvantaged business policies, extra-curricular activities, including transportation guidelines, curricular organization, staffing formulas, purchasing, adopted textbooks and class size at the elementary, middle and high school levels; and that any request to alter policies or rules be approved by the Board.

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

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

Noes—Directors Bills, Lucey, O'Neil and President Mitchell—4.

Voting "present"—Director O'Connell—1.

Director Bills moved 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.

Director O'Connell moved that the matter be referred to the Committee on Finance and Facilities.

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

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

Noes—None.

Director Bills moved that the Board direct the administration to develop outcomes and accountability measures for schools based on Board and K-12 curriculum goals and that the issue of accountability be addressed.

The motion failed for lack of a second.

Director Bills moved that the Board adopt its next budget before the student assignment process next year.

The motion failed for lack of a second.

Director Johnson moved to adopt the 1992-93 school operations fund budget as amended.

The motion prevailed, the vote being as follows:

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

Noes—Director Bills—1.

Voting "present"—Director Johnson—1.

With respect to the school operations fund, Director Lucey moved adoption of the following resolution:

> 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 $585,544,317 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 1992-1993; and that $219,460,586 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 1992, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

The resolution was adopted, the vote being as follows:

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

Noes—None.

* * * * *

(ITEM 2) With respect to the 1992-1993 Construction Fund Budget, your Committee forwards the budget and following resolution to the Board without recommendation:

> 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 $22,800,000 will be required for 1992-1993 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 1992, said amount to be in addition to the money received from other miscellaneous sources.
>
> That the following increases in expenditures and revenues, taken into account in developing the above resolution, be approved:

	Expenditures	Revenues
Facilities Costs Added to Construction Fund	$7,900,000	0
Energy Grant Revenues from Operations Fund	0	$200,000
TOTAL INCREASES	$7,900,000	$200,000

Director Lucey moved adoption of the 1992-93 construction fund budget and the resolution, including the increases in expenditures and revenues.

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

Ayes—9; Noes—0.

* * * * *

(ITEM 3) With respect to the 1992-1993 Extension Fund Budget, your Committee forwards the budget and following resolution to the Board without recommendation:

> 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 $6,266,245 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1992-1993, and that $4,684,245 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 1992, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Lucey moved adoption of 1992-93 extension fund budget and the resolution.

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

Ayes—9; Noes—0.

The Board adjourned at 3:13 AM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUMMARY OF 1992-1993 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY

HIGH SCHOOLS	$ 62,258,357
MIDDLE SCHOOLS	45,701,932
ELEMENTARY SCHOOLS	118,221,741
SCHOOL CONTINGENCY	3,152,520
SCHOOL SAFETY	1,961,763

EDUCATIONAL PROGRAMS

EXCEPTIONAL EDUCATION

EARLY CHILDHOOD-EEN	4,511,849
VISUALLY IMPAIRED	565,725
PHYSICALLY HANDICAPPED	4,289,136
HEARING IMPAIRED	1,624,435
HOME AND HOSPITAL INSTRUCTION	309,230
LEARNING DISABILITIES	9,122,795
SPEECH/LANGUAGE DISABILITIES	6,221,030
EMOTIONALLY DISTURBED	9,892,631
CAREER EDUCATION AND VOCATIONAL CENTER	936,014
COGNITIVE DISABILITIES	8,388,862
PSYCHOLOGICAL SERVICES	4,404,565
SCHOOL SOCIAL WORK SERVICES	4,941,067

CURRICULUM AND INSTRUCTION

DRIVER EDUCATION	438,500
INSTRUMENTAL MUSIC	1,109,922
MUSIC FESTIVAL	0
SCIENCE MATERIAL/INSERVICE CENTER	179,947
URBAN HOUSEHOLD REHABILITATION	79,376
INTERSCHOLASTIC ACADEMICS	150,000

BILINGUAL EDUCATION

ENGLISH AS A SECOND LANGUAGE	1,925,831
SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM	150,000

COMMUNITY RECREATION AND EDUCATIONAL SERVICES	
INTERSCHOLASTIC ATHLETICS	2,629,774
ALTERNATIVE EDUCATION	
AGENCY PROGRAMS	3,264,018
ALTERNATIVE SCHOOLS	4,300,825
SCHOOL AGE PARENTS	894,020
EVENING HIGH SCHOOL	52,870
SUMMER SCHOOL	3,500,447
TOTAL PROGRAM ACCOUNTS	**$ 305,179,182**
ADMINISTRATION	
BOARD OF SCHOOL DIRECTORS	$ 290,254
EDUCATIONAL FUNCTIONS	
OFFICE OF SUPERINTENDENT	$ 670,484
OFFICE OF RESEARCH	609,074
DEPARTMENT OF SCHOOL SUPPORT AND ACCOUNTABILITY	2,609,835
DEPARTMENT OF CURRICULUM AND INSTRUCTION	4,455,435
DEPARTMENT OF BILINGUAL/MULTICULTURAL EDUCATION	411,460
DEPARTMENT OF EXCEPTIONAL EDUCATION AND SUPPORT SERVICES	3,456,299
DEPARTMENT OF ALTERNATIVE PROGRAMS	699,837
DEPARTMENT OF PUBLIC AFFAIRS	1,004,074
TOTAL EDUCATIONAL FUNCTIONS	**$ 13,916,498**
BUSINESS FUNCTIONS	
SECRETARY BUSINESS MANAGER	$ 385,483
MINORITY/WOMEN DISADVANTAGED BUSINESS	131,662
DIVISION OF INTERNAL AUDIT	221,286
DIVISION OF BUSINESS SUPPORT SERVICES	70,839,637
DIVISION OF FACILITIES AND MAINTENANCE SERVICES	45,357,015
DEPARTMENT OF HUMAN RESOURCES	2,516,898
DEPARTMENT OF FINANCE	6,936,621
TOTAL BUSINESS FUNCTIONS	**$ 126,388,602**
TOTAL ADMINISTRATION	**$ 140,595,354**

OTHER ACCOUNTS	
EMPLOYEE BENEFITS	129,430,296
SCHOOL DISTRICT INSURANCES	4,978,000
DEBT SERVICE	4,727,535
SPECIAL AND CONTINGENT FUNDS	2,633,950
BUDGET OFFSETS	-2,000,000
TOTAL OTHER ACCOUNTS	**$ 139,769,781**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$ 585,544,317**

CONSTRUCTION FUND

PROJECT ACCOUNTS	$ 22,800,000
GRAND TOTAL-CONSTRUCTION FUND	$ **22,800,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$** 107,998
PLAYGROUNDS AND RECREATION CENTERS	5,123,247
DISTRICT INSURANCES	49,000
EMPLOYEE BENEFITS	963,000
SPECIAL AND CONTINGENT FUNDS	23,000
GRAND TOTAL -EXTENSION FUND	**$ 6,266,245**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DHHS - LEARNFARE	$1,004,100
DRUG FREE SCH. & COMMUNITIES ACT	1,300,000
Bilingual Programs	
EMERGENCY IMMIGRANT EDUC. ACT	46,500
FIRST	120,000
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	238,250

Curriculum and Instruction Programs	
ESSIA, CHAPTER 1	25,140,000
ESEA, CHAPTER II	2,000,000
VOCATIONAL EDUCATION	923,000

EMSEA, CHAPTER II	503,000
ECON. OPPORTUNITY ACT-HEAD START	1,800,000
EVEN START, CHAPTER I	180,000
ELEM. SCHOOL STUDENT ASSIST. PROG.	264,148
COMPR. SCHOOL HEALTH EDUC.	129,816
Exceptional Education Programs	
PUBLIC LAW 89-313	328,900
IDEA (PUBLIC LAW 94-142)	3,587,100
PL 99-457	1,458,000
VOCATIONAL EDUCATION	277,000
TOTAL FEDERAL	**39,299,814**
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	4,207,600
TEACHER MENTOR	268,000
WI-ENVIRONMENTAL SCIENCE INFUSION	9,640
WI HUMAN GROWTH & DEVLOPMENT	30,000
WI HEAD START-STATE SUPPLEMENT	107,000
Student Support and Accountibility	
ADMINISTRATOR ASSESSMENT	132,000
TOTAL STATE	**13,254,240**
OTHER	
Alternative Programs	
MILWAUKEE COUNTY-ALT. PROGRAMS	1,000,000
Curriculum and Instruction Programs	
COLLEGE BOARD-EQUITY GRANT	75,000
E. M. CLARK FOUNDATION	200,000
Deputy Superintendent Programs	
GENERAL ELECTRIC FOUNDATION	200,000
MILW. FOUNDATION-FAMILY PRESERV.	37,120
Public Information Programs	
CORP. FOR PUBLIC BROADCASTING	150,000
Recreation Programs	
SENIOR TRUST-SIXTY-PLUS PROGRAM	75,000
MILWAUKEE-GRAND AVE LIGHTHOUSE	70,000
TOTAL OTHER	**1,807,120**

GRAND TOTAL	**54,361,174**

SUMMARY OF 1992-1993 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization Aids	
REGULAR	$ 255,200,000
INTRADISTR. INTEGR. AID	22,000,000
INTERDISTR. LNTEGR. AID	4,500,000
SUPPLEMENTAL (TIF)	5,400,000
TOTAL EQUALIZATION AIDS	$ 287,100,000
Programs tor the Handicapped	
EARLY CHILDHOOD	$ 1,560,000
EMOTIONALLY DISTURBED	6,540,000
COGNITIVELY DISABLED	6,325,000
HEARING IMPAIRED	1,185,000
HOMEBOUND INSTRUCTION	15,000
PHYSICALLY HANDICAPPED	3,140,000
SCHOOL AGE PARENTS	375,000
SPEECH/LANGUAGE DIS.	4,330,000
VISUALLY IMPAIRED	295,000
LEARNING DISABILITIES	5,925,000
SOCIAL WORK SERVICES	2.930,000
PSYCHOLOGICAL SERVICES	2,815,000
EX. ED. SUPERVISION	1,330,000
TRANSP. OF HANDICAPPED	4,620,000
TOTAL PROG. FOR THE HANDICAPPED	$ 41,385,000
Other Categorical and Special Aids	
TRANSPORTATION AID	$ 2,600,000
LIBRARY AID	2,000,000
DRIVER EDUCATION	160,000
FOOD SERVICE	555,000
BILINGUAL EDUCATION	3,100,000
CHILDREN AT RISK	2,000,000
TUITION FROM STATE (FOSTER HOME)	200,000
TOTAL OTHER	$ 10,615,000
TOTAL AIDS FROM STATE	$ 339,100,000

FEDERAL AIDS FOR:

FOOD SERVICES	$ 17,987,311
COMMODITIES	1,700,000
FEDERAL INDIRECT AIDS	1,300,000
P.L.874	100,000
TOTAL FEDERAL AIDS	$ 21,087,311

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		2,840,920
STUDENT FEES		272,000
INTEREST EARNED		600,000
MISCELLANEOUS		328,500
PAYMENTS IN LIEU OF TAXES		60,000
TOTAL OTHER	$	4,191,420
TOTAL LOCAL REVENUES	$	4,696,420

APPLIED SURPLUS:

SCHOOL OPERATIONS FUND	$	1,200,000
TOTAL APPLIED SURPLUS	$	1,200,000

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	**$**	**366,083,731**
TAX LEVY	**$**	**219,460,586**
TOTAL REVENUES	**$**	**585,544,317**

CONSTRUCTION FUND

PROCEEDS FROM BONDED DEBT	$	14,900,000
ENERGY GRANTS		200,000
PROPERTY TAX LEVY		7,700,000
TOTAL CONSTRUCTION FUND	**$**	**22,800,000**

EXTENSION FUND

PROGRAM FEES AND MISC.	$	1,232,000
PROPERTY TAX LEVY		4,684,245
APPLIED SURPLUS		350,000
TOTAL EXTENSION FUND	**$**	**6,266,245**

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 6, 1992

Special meeting of the Board of School Directors called to order by President Mitchell
at 6:22 PM.

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

Absent and excused—Directors Johnson, Mallory and O'Connell—3.

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

July 1, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM., Monday, July 6, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the terms of employment of a specific individual who may be considered for appointment as the interim Secretary-Business Manager and possibly taking action relative to the appointment of an interim Secretary-Business Manager.

The Board, pursuant to Section 19.85 (1) (c), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting 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 7:30 PM. this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of considering the terms of employment of a specific individual who may be considered for appointment as the interim Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Lucey—1.

The Board retired to executive session at 6:24 PM.

The Board adjourned from executive session at 7:49 PM.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 6, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:53 PM.

Present—Directors Bills, Lucey, O'Neil, Small, and President Mitchell—5.

Absent and excused—Directors Johnson, Mallory, O'Connell and Sinicki—4.

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

June 23, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:30 PM, Monday, July 6, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing, discussing and conducting a work session of the preliminary report of the Blue Ribbon Committee on a successor agreement to the 1987 Settlement Agreement.

SUZANNE M. LUNDIN
Secretary-Business Manager

At the request of President Mitchell, members of the administration and the Blue Ribbon Committee presented the preliminary report of the Blue Ribbon Committee.

The Board adjourned at 10:05 PM.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 29, 1992

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

Present—Directors Lucey, Mallory (7:17 PM.), O'Connell, O'Neil, Sinicki, Small, and President Mitchell—7.

Absent and excused—Directors Bills and Johnson—2.

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

July 27, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors originally noticed at 7:00 PM, Monday, July 29, 1992, should have been noticed for 7:00 PM, Wednesday, July 29, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the terms of employment of a specific individual who may be considered for appointment as the interim Secretary-Business Manager/Interim Clerk and possibly taking action relative to 1) the appointment of an interim Secretary-Business Manger/Interim Clerk and 2) approving a memorandum of understanding relative to the employment of that individual.

The Board, pursuant to Section 19.85 (1), (c), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting and may reconvene in open session for possible action on matters considered in executive session..

This meeting immediately precedes the July Board meeting scheduled for 8:00 PM this same evening.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

Revised Meeting Day

Director Small moved that the Board to retire to executive session for the purpose of considering the terms of employment of a specific individual who may be considered for appointment as the interim Secretary-Business Manager.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Sinicki, Small, and President Mitchell—5.

Noes—None.

Voting "present"—Director Lucey—1.

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

The Board reconvened in open session at 7:53 PM.

Director Lucey moved that the Board appoint RONALD J. VAVRIK as the INTERIM SECRETARY-BUSINESS MANAGER and INTERIM CLERK and approve the employment memorandum of understanding amended as follows: page 3, section II (b), line 4, change acting Secretary-Business Manager to Acting Assistant Secretary Business Manager and page 7, section IV line 2, at end of sentence add excluding the Superintendent.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:55 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 29, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:08 PM.

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

Absent and excused—Director Bills—1.

APPROVAL OF MINUTES

The minutes of the regular Board meeting of June 24, 1992 were approved as printed.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT AND THE SECRETARY-BUSINESS MANAGER

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of public hearing and public comment regarding reports and communications from the Superintendent and reports and communications from the Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:13 PM.

REPORTS AND COMMUNICATIONS FROM THE SECRETARY-BUSINESS MANAGER

The Secretary-Business Manager presented the following communications for the Committee's consideration:

(Item 1)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages against the Secretary-Business Manager; Clerk of the City of Milwaukee Board of School Directors and the City of Milwaukee School District, filed by Shawn

R. Crain, attorney, on behalf of Donald Wiley who allegedly sustained personal injuries at the Washington High School on May 7, 1990.

Claim is made in the sum of $250,000.

The CNA Insurance Company which was the carrier of the Board's general comprehensive liability insurance at the time of the alleged injuries has requested that the Board disallow this claim.

I, therefore, 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, if he so desires.

Respectfully submitted,

Ronald J. Vavrik
Interim Secretary-Business Manager

On the motion of Director Small, the claim was disallowed, the vote being the same as that preceding:

Ayes—8; Noes—0.

(Item 2)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the following bid items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rule 2.09, Purchase and Awards of Contracts, that authorization be given for the Business Department to make purchases and award contracts based on proposals received pursuant to advertisement and specifications on file:

FULTON MIDDLE SCHOOL—2760 North 1st Street
PFP-0176 Chapter 1 Computer Labs—

Jostens Learning Corp; software and Study Carrels $44,863

Radio Shack; 25 student work stations; 25 headsets with microphones; 1 file server.....$41,360

SARAH SCOTT MIDDLE SCHOOL—1017 North 12th Street
Carpeting Work

United Flooring, Inc. as per base bid plus no change for mandatory alternate bid 1 to complete work during second shift and on weekends.....$73,645

Respectfully submitted,

Ronald J. Vavrik
Interim Secretary-Business Manager

Director O'Connell moved to suspend Board Rule 2.09 to grant authorization to make purchases and award contracts.

Director Johnson requested separation of the question.

The vote being on the purchases for Fulton Middle School, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

The vote being on the contract for Scott Middle School, the motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—5

Noes—Director Johnson—1

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

(Item 3)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The New Life Fellowship of Milwaukee Church has submitted a request for the use of Townsend Street Elementary School for religious services. Mr. Paul E. Bland, pastor of New Life Fellowship of Milwaukee Church has petitioned for the use of the school for a term of at least three years. Past practice has been that a permit has been issued for one year with the option to renew on a year to year basis should all requirements and activities be in line with the standards of the Board.

Wisconsin Statute 120.13(19) provides that the Board may "...grant the use of school property during nonschool hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Although the State Statutes have been amended to allow for the use of public school facilities by religious organizations, Article IX of the Board Rules has not yet been amended and suspension of this Article of Rules in addition to Board Rule 1.06 would be required to approve this request. The Board has previously granted such permission to religious groups.

It is recommended that should the Board determine the request to have merit, that the above-referenced Rules be suspended to allow for a building use permit to be issued for a period of one year with the understanding that the organization pay all expenses incurred by the Board in opening the school for this activity.

Respectfully submitted,

Ronald J. Vavrik
Interim Secretary-Business Manager

Director Mallory moved for suspension of Board rules and approval of the request to issue a building use permit for a period of one year.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item 1)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

RE: ADMINISTRATIVE APPOINTMENTS, PROMOTIONS, AND REASSIGNMENTS

I recommend that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

(r)	C. Edward Lawrence	Assistant Superintendent School Support and Accountability	Schedule IIIE, Range 16A $82,608
(r)	Myra Vachon	Administrative Specialist School Support and Accountability	Schedule III, Range 13A $72,253
(r)	Brenda Wood	Administrative Specialist School Support and Accountability	Schedule III, Range 13A $72,253
(r)	Karen Salzbrenner	Media Relations Coordinator Department of Public Affairs	Schedule III, Range 10A $45,510
(r)	Catherine Washabaugh	Principal Hartford Avenue School	Schedule III, Range 14D $52,948
(r)	Patricia Mattek	Principal Manitoba School	Schedule III, Range 13D $51,000
(r)	Larry Williams	Principal Maple Tree School	Schedule III, Range 13D $46,138
(r)	Maria Tovar	Principal Vieau School	Schedule III, Range 14D $52,999
(nr)	Evornia Kincaid	Assistant Principal Hamilton High School	Schedule III, Range 12C $54,357
(nr)	Gerald Luecht	Assistant Principal Juneau High School	Schedule III, Range 12C $54,357
(r)	Myron Cain	Assistant Principal Burroughs Middle School	Schedule III, Range 11D $41,726
(nr)	Mary L. Jones	Assistant Principal Fritsche Middle School	Schedule III, Range 11D $53,529
(r)	Carrie Odom	Assistant Principal Fritsche Middle School	Schedule III, Range 11D $48,004
(r)	Gwendolyn Allison	Assistant Principal Grand Middle School	Schedule III, Range 11D $46,175
(r)	Bill Borchardt	Assistant Principal Muir Middle School	Schedule III, Range 11D $53,529
(r)	Adell Fair	Assistant Principal Kosciuszko Middle School	Schedule III, Range 11D $47,042
(r)	Diane Rombca	Assistant Principal Kosciuszko Middle School	Schedule III, Range 11D $53,529

(r)	Larry Leonard	Assistant Principal Lincoln Middle School	Schedule III, Range 11D $43,216

(r)	Evelyn Resto-Rodriguez	Assistant Principal Lincoln Middle School	Schedule III, Range 11D $40,308
(r)	Deborah Bell	Assistant Principal Milwaukee Education Center	Schedule III, Range 11D $49,982
(r)	Karen Soukup	Assistant Principal Morse Middle School	Schedule III, Range 11D $53,529
(r)	Robin Kitzrow	Assistant Principal Muir Middle School	Schedule III, Range 11D $40,308
(r)	Mondell Mayfield	Assistant Principal Parkman Middle School	Schedule III, Range 11D $45,419
(r)	Bonnie Murphy	Assistant Principal Roosevelt Middle School	Schedule III, Range 11D $40,308
(r)	Linda Kincaid	Assistant Principal Steuben Middle School	Schedule III, Range 11D $49,982
(r)	Marshall Gallant	Assistant Principal Steuben Middle School	Schedule III, Range 11D $51,356
(r)	Guadalupe Montoto-Romero	Assistant Principal Steuben Middle School	Schedule III, Range 11D $40,460
(nr)	William Fantry	Assistant Principal Walker Middle School	Schedule III, Range $50,000
(r)	Pamela Frey	Assistant Principal Webster Middle School	Schedule III, Range 11D $49,982
(r)	Ronald Price	Assistant Principal Webster Middle School	Schedule III, Range 11D $53,529
(r)	Wilma Spann	Assistant Principal Barton Elementary School	Schedule III, Range 10D $51,356
(r)	Mary Weisto	Assistant Principal Bruce Elementary School	Schedule III, Range 10D $51,356
(r)	Timothy Howard	Assistant Principal Cass Elementary School	Schedule III, Range 10D $47,042
(r)	Mary Zimmermann	Assistant Principal Doerfler Elementary School	Schedule III, Range 10D $51,356
(r)	Elisabeth Words	Assistant Principal Milwaukee German Immersion/ Granville Elementary Schools	Schedule III, Range 10D $51,356
(r)	Julia Dean	Assistant Principal Elementary School	Schedule III, Range 10D $49,982

(r)	Catherine LaFond	Assistant Principal Fairview Elementary School	Schedule III, Range 10D $51,356
(r)	Graciela Pequeno	Assistant Principal Forest Home Ave. Elementary School	Schedule III, Range 10D $43,216
(r)	Thomas Kraft	Assistant Principal Franklin Elementary School	Schedule III, Range 10D $46,686
(r)	Bridget Araujo	Assistant Principal Hampton Elementary School	Schedule III, Range 10D $38,390
(r)	Carolyn White-Travanti	Assistant Principal Happy Hill Elementary School	Schedule III, Range 10D $53,529
(r)	Mary Gay	Assistant Principal Keefe Ave. Elementary School	Schedule III, Range 10D $50,286
(r)	Arleen Dansby	Assistant Principal Lancaster Elementary School	Schedule III, Range 10D $46,299
(r)	Debra Jupka	Assistant Principal Lee Elementary School	Schedule III, Range 10D $51,907
(r)	Walter Kwasny	Assistant Principal Lincoln Ave. Elementary School	Schedule III, Range 10D $49,982
(nr)	Ann Tepp	Assistant Principal Longfellow/TBD Elementary Schools	Schedule III, Range 10D $53,529
(r)	Shirley Moutry	Assistant Principal Mary Ryan Elementary Alternative School	Schedule III, Range 10D $53,529
(r)	Dura Hale	Assistant Principal Pierce Elementary School	Schedule III, Range 10D $38,390
(r)	Murray Jackson	Assistant Principal Sherman Elementary School	Schedule III, Range 10D $53,688
(r)	Charlene Pierce	Assistant Principal Siefert Elementary School	Schedule III, Range 10D $52,647
(r)	Dennis King	Assistant Principal Story Elementary School	Schedule III, Range 10D $52,647
(r)	Philip Pares	Assistant Principal Thirty-seventh Street Elementary School	Schedule III, Range 10D $45,419

(r)	Jennifer Jung	Assistant Principal Twenty-first Street Elementary School	Schedule III, Range 10D $38,390
(r)	Troney Hutchins	Assistant Principal Wheatley Elementary School	Schedule III, Range 10D $51,356

r—Resident
nr—Non-resident

The Superintendent would like to advise the committee of the following administrative reassignments:

	From	To
Camille Brown	Director, School Personnel Needs	Administrative Specialist, School Accountability and Support
Denise Callaway	Director, Public Information	Director, Public Affairs
Katherine Clark	Staff Development Specialist	Coordinator, Professional Develop.
Myra Edwards	Government Relations Specialist	Assistant Lobbyist
Douglas Haselow	Director, Intergovernmental Relations	Chief Lobbyist
Thomas Huwiler	Lincoln Avenue (P)	Elementary School (AP)
Willie Kirk	Special Assignment	Hayes (P)
Willie Little	Director, Community Relations	Coordinator, Community Relations
Robert Miller	Fernwood (P)	Lincoln Avenue (P)
Dennis Schumacher	Special Assignment	Fernwood (P)
Paul Shebesta	Leave (P)	Elementary School (AP)
Theadoll Taylor	Muir (P)	Maryland (P)

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

RE: ADDITIONAL ADMINISTRATIVE PROMOTION

I recommend that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

(r)	Gloria Erkins	Principal Vincent High School	Schedule III, Range 15C $59,483

r—Resident

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Director Mallory moved to suspend Board Rules 2.31 and 1.09 and concur with the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, O'Connell, O'Neil, and President Mitchell—6.

Noes—Directors Sinicki and Small—2.

(Item 2)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

This updates the status of facility planning efforts growing from the Board's adoption of standards on June 4, 1992. 1 will be prepared to discuss this and answer questions this evening.

Timetable for Referendum:

My July 17, 1992, letter recommended several meetings in August to consider the possibility of a November referendum. This was premised on our goal of completing a detailed plan by July 31, 1992, and presenting it to you this weekend.

Significant progress has been made since June 4. However, despite our best efforts, we will not be able to complete a thorough plan in time for the Board to evaluate it and vote during August as to whether to hold a November referendum. Essentially, we have tried to do in two months what our original schedule called for in four months.

As a result, I recommend we no longer consider a November referendum. Further, I recommend that we cancel the scheduled meetings of August 4, 11, and 19.

Instead, I propose bringing to you a schedule which assumes: (1) completion of the master plan later this summer; (2) Board evaluation in early fall: and (3) a Board decision this fall on whether or not to hold a referendum in early 1993.

With this new schedule, I also will present a report from the City Attorney on important procedural issues associated with the timing of the referendum. For example, there are significant legal requirements that affect whether a referendum should coincide with a regularly scheduled election or instead be scheduled at a special time.

Public Information Campaign:

On the Board's agenda this evening is a proposal to retain consultants to assist in developing a public information campaign in connection with an eventual referendum. Despite the revised timetable outlined above, it remains highly desirable to retain consultants as early as possible for this purpose. I, therefore, request that this item remain on the agenda for consideration this evening. Basically, the sooner we are able to assemble the team, the better. If we can do so now, our preparedness to conduct an effective campaign will be enhanced. Expenses between now and the time the Board votes formally on the referendum could be minimized.

Received and ordered placed on file.

(Item 3)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

RECOMMENDATION RELATIVE TO A PUBLIC INFORMATION CAMPAIGN AND BUDGET FOR A POSSIBLE REFERENDUM ON A MASTER FACILITY PLAN

A. Pertinent Facts:

1. On June 4, 1992 (Proc., pp. 61-62), the Board adopted facility standards. In that action, the Board also directed the administration to develop a detailed plan consistent with the standards the Board approved, and a preliminary plan and budget for a public information effort.

   The detailed facility plan will be considered by the Board during the upcoming months. Because of time constraints, it is necessary for the Board to approve the public information campaign and budget this evening.

2. The public information campaign will consist of three equally important components:
   - a consultant public relations firm that will act as campaign manager;
   - an internal team of staff members; and
   - a consultant to conduct polling for the campaign.

   An overview of the entire proposed campaign with detailed information on each of the three components is attached. The timelines detailed in the attached proposals will be adjusted in accordance with the actual referendum date.

3. I am recommending the public relations firm of Barkin, Paulsen, Meissner & Kimball be chosen to act as the campaign manager. The reasons for the selection of this firm are detailed in the overview, and a copy of the firm's proposal is attached. The cost of the proposal is $306,000.

4. The polling agency recommended is Peter Hart and Associates. This firm completed an earlier poll and two focus groups related to citizen attitudes about a possible referendum. I am recommending the option of three tracking surveys without focus groups at a cost of $28,000. A copy of the firm's proposal is attached.

5. The City Attorney has ruled that MPS may spend tax dollars to provide information to the public regarding a referendum, but may not use those funds to urge support of a referendum. A copy of the opinion is attached.

6. The total cost of the informational campaign would be $334,000. The cost of the campaign per eligible voter would be 75¢. When it adopted the 1992-93 budget, the Board earmarked $250,000 in the school operations contingent fund to support the referendum. Additional funds are available in the budget of the Department of Facilities and Maintenance Services.

B. Recommendations:

1. That authorization be granted to retain the public relations firm of Barkin, Paulsen, Meissner & Kimball to act as the campaign manager and Peter Hart and Associates to conduct three tracking surveys.

2. That $250,000 be transferred from the school operations contingent fund to the appropriate accounts to fund the campaign.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

(attachments)

Director Small moved to suspend Board Rule 2.09 and concur in the Superintendent's recommendations.

Director Mallory moved to amend the motion to include 30% MBE/WBE participation in the contract with the public relations firm.

Director Lucey entered a substitute motion to refer the matter to a Committee of the Whole meeting on August 4, 1992 and to have the consultants and the administration answer the concerns expressed by Directors Lucey, Johnson and Mallory, with the meeting notice to include provision for executive session, if allowable.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki and President Mitchell—5.

Noes—Directors O'Connell and Small—2.

Temporarily absent—Director Mallory—1.

(Item 4)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

AUTHORIZATION TO REJOIN CESA #1

A. Pertinent Facts:

1. In December of 1990, the Board terminated MPS membership in CESA #1, effective with the 1991-1992 school year. Subsequent to our withdrawal from CESA #1, the district and individual schools have participated in selected activities on a pay as you go basis.

2. CESA #1 has now reduced its membership dues. If we continue with the same number of activities as last year, it is likely that the individual charges for these activities will exceed the proposed membership dues.

3. Payment of district membership from central accounts would free schools from having to pay individually for services. We have already joined SEWIST (Southeastern Wisconsin Telecommunications) with existing funds, since the program is so good. This amount ($5,000) would be deducted from the proposed dues of approximately $22,000. Funds are available in existing accounts to pay the dues.

B. Recommendation:

That MPS rejoin CESA #1.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Director Sinicki moved concurrence with the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director Mallory—1.

(Item 5)

July 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

DESIGNATION OF POSITIONS INCLUDED IN THE SUPERINTENDENT'S CABINET

A. Pertinent Facts:

1. 1989 Wisconsin Act 4 designated for the Milwaukee Public Schools a number of employees who serve at the pleasure of the Superintendent and therefore are not subject to normal tenure rules.

2. Pursuant to section 119.32(3), Wis. Stats., subject to confirmation by the board, the superintendent of schools shall appoint the deputy superintendent of schools, associate superintendent of schools, executive assistant to the superintendent of schools, assistant to the superintendent of schools, community superintendent , division director, department director and other supervisory or administrative employes designated by the board.

3. Due to the reorganization of the Central Office that was approved in the 1992-1993 adopted budget, it is appropriate for the Board to designate the positions and employees who shall serve at the pleasure of the Superintendent.

B. Recommendation:

That the Board affirm that any person serving in any of the following positions serves at the pleasure of the Superintendent:

Deputy Superintendent
Assistant Superintendent for School Support and Accountability
Assistant to the Superintendent
Executive Director, Department of Human Resources
Director, Department of Finance
Director, Department of Public Affairs
Director, Department of Community Recreation
Director, Department of Alternative Education
Director, Department of Curriculum and Instruction
Director, Department of Bilingual/Multicultural Education
Director, Department of Exceptional Education and Supportive Services
Director, Division of Human Relations
Director, Division of School Safety
Director, Division of Student Services
Director, Division of Information and Technology Services
Director, Division of Risk Management and Insurance
Director, Division of Staffing Services
Director, Division of Labor Relations

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Director Small moved concurrence with the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, O'Connell, Small and President Mitchell—6.

Noes—Director Sinicki—1.

Voting "present"—Director O'Neil—1.

Director O'Connell moved that the Board rise from the Committee of the Whole.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board rose from the Committee of the Whole at 8:40 PM.

President Mitchell, who acted as chair of the Committee of the Whole, reported that the Committee of the Whole had given hearing to interested persons and made recommendations relative to reports and recommendations of the Secretary-Business Manager and reports and recommendations of the Superintendent.

Director O'Connell moved that the Board adopt the recommendations of the Committee of the Whole.

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

Ayes—8; Noes—0.

Director Johnson requested permission to change his vote from aye to no on the designation of the Superintendent's cabinet positions.

There being no objection, Director Johnson's request was allowed.

The Board recessed from 8:43 to 8:53 PM.

Director Johnson moved reconsideration of the action regarding administrative appointments that was acted upon earlier in the meeting.

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

Ayes—Directors Johnson, Mallory, O'Neil, Sinicki and Small—5.

Noes—Directors Lucey, O'Connell and President Mitchell—3.

After discussion, there being no further motion made with regard to administrative appointments, the Chair ordered without objection that the earlier vote stand.

ALLOWANCE OF ACCOUNTS

The schedule of payrolls and accounts for the period of June 1, 1992, through June 30, 1992, covering vouchers for the several funds as certified by the Secretary-Business Manager and shown below, were approved by the Board, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Mallory—1.

SCHOOL OPERATIONS FUND

Payrolls and Accounts, Voucher Nos. 36065 to 40574, inclusive

Payrolls (net of withholdings)	$19,614,936.61	
Accounts	$46,707,382.88	
		$66,322,319.49

CONSTRUCTION FUND

Accounts, Voucher Nos. 1542 to 1619, inclusive

Accounts	$355,895.57

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1143 to 1262, inclusive

Payrolls (net of withholdings)	$196,477.67	
Accounts	$456,705.85	
		$653,183.52

TOTAL $67,331,398.58

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Three communications from the Milwaukee Building and Construction Trades Council, dated June 25, 1992, July 13, 1992 and July 17, 1992, regarding new wage and benefit rates.

Referred to the Committee on Personnel and Negotiations.

RESOLUTIONS

By Directors Small, Sinicki and Johnson:

WHEREAS, Milwaukee Trade and Technical High School is a model program for delivering school wide integrated academic and vocational instruction to students; and

WHEREAS, students graduating from vocational/technical programs at Milwaukee Trade and Technical High School continue to experience a diverse set of post secondary options; and

WHEREAS, national and state educational initiatives are underway to promote education which assists students in their transition from school to work; and

WHEREAS, the Milwaukee Trade and Technical High School program is currently being impacted by an inadequate and deteriorating school facility; and

WHEREAS, it is becoming more difficult to maintain a quality instructional program under these circumstances; therefore, be it

RESOLVED, that the proposed Facilities referendum include a new Milwaukee Trade and Technical High School.

Director Small moved for suspension of Board Rules and immediate consideration of the resolution.

An affirmative vote of two thirds of the membership being required, the motion failed of adoption, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Sinicki and Small—5.

Noes—Director Lucey and President Mitchell—2.

Temporarily absent—Director Mallory—1.

Referred to the Committee of the Whole meeting scheduled for August 4, 1992.

By Director Small:

WHEREAS, safety is a primary district initiative; and

WHEREAS, local school safety needs were addressed in the 1992-93 budget; and

WHEREAS, recent events at the MPS central administration building emphasized the need for security at all MPS functions and sites including the central administration building; therefore be it

RESOLVED, that the Division of School Safety develop and bring to the Board a plan which addresses the personal safety of individuals who work at or attend night meetings at the central administration building; and be it

FURTHER RESOLVED, that this plan be forwarded to the appropriate Board committee for approval in September, 1992.

Referred to the Committee on Personnel and Negotiations.

By Directors Mallory and Sinicki:

WHEREAS, on June 30, 1992, the Milwaukee Board of School Directors approved the budget for the 1992-93 school year; and

WHEREAS, this budget will drive MPS towards becoming a system of schools by allowing schools to exercise control over their own local budgets; and

WHEREAS, schools through the administration of their budgets will now be responsible to adhere to all Board approved rules and policies including but not limited to: K-12 curriculum guidelines, purchasing policies and procedures (including M/W/DBE policies), extra-curricular activities including transportation guidelines, curricular course offerings, purchasing adopted textbooks, and class size at the elementary, middle and high school levels; and

WHEREAS, the 1992-93 budget reflects policy issues which effect the entire school community; therefore, be it

RESOLVED, any request to alter policies or rules be brought to the Board for approval; and be it

FURTHER RESOLVED, that these requests to alter policies or rules specifically address policy issues such as: K-12 curriculum guidelines, purchasing policies and procedures (including M/W/DBE policies), extracurricular activities including transportation guidelines, curricular course offerings, report cards, school based management, parent group meetings, purchasing adopted textbooks, and class size at the elementary, middle and high school levels.

Referred to the Committee on Legislation and Rules.

The Board adjourned at 10:13 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 4, 1992

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

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

Absent and excused—Directors Bills and O'Connell—2.

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

July 31, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 P.M., Tuesday, August 4, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action relative to 1) approving a contingency fund transfer of $ 250,000 and authorizing staff to negotiate, within Board approved parameters, a contract to retain a public relations firm or firms to conduct a public information campaign for the proposed Facilities referendum and 2) the inclusion of a new Milwaukee Trade and Technical High School in the proposed Facilities referendum and other matters related to the Facilities Master Plan.

The Board, pursuant to Section 19.85 (1) (e), Wisconsin Statutes, may vote to retire to executive session in order to provide administrative staff with negotiating parameters to negotiate the terms of a contract to retain a public relations firm to conduct a public information campaign for the proposed Facilities referendum and may reconvene in open session for possible action to authorize staff to negotiate, within approved parameters, a contract with a public relations firm or if acceptable contract terms cannot be negotiated with the firm initially selected by the Board, to negotiate, within Board approved parameters, a contract with an alternative public relations firm.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of 1) approving a contingency fund transfer of $ 250,000 and authorizing staff to negotiate, within Board approved parameters, a contract to retain a public relation firm or firms to conduct a public information campaign for the proposed facilities referendum and 2) the inclusion of a new Milwaukee Trade and Technical High School in the proposed Facilities referendum.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:18 PM.

Director Mallory moved that the Committee retire to executive session to provide staff with negotiating parameters to negotiate the terms of the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Neil, Sinicki, and President Mitchell—5.

Noes—Directors Johnson and Small—2.

The Board retired to executive session at 6:22 PM.

The Board reconvened in open session at 7:15 PM.

Director Lucey moved that administration request the vendors to submit new proposals and that the new proposals be brought back to the Board; the new proposals be requested to be within the negotiating parameters discussed in executive session.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Sinicki moved that the administration develop a plan to keep the total cost of the referendum under 400 million dollars with a new Milwaukee Trade and Technical High School to be included in the plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Neil, Sinicki, Small, and President Mitchell—6.

Noes—Director Lucey—1.

Director Mallory moved that the Board rise from the Committee of the Whole.

The Board rose from the Committee of the Whole at 7:35 PM. by unanimous consent.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee gave public hearing and took action relative to matters noticed.

Director Mallory moved that the Board accept the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Neil, Sinicki, Small, and President Mitchell—6.

Noes—None.

Voting "present"—Director Lucey—1.

The Board adjourned at 7:39 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 10, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:07 PM.

Present—Directors Lucey, O'Connell, O'Neil, Sinicki, Small, and President Mitchell—6.

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

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

July 24, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, August 10, 1992, at 6:00 P.M., in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiations matters.

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

This meeting immediately precedes the Personnel and Negotiations Committee meeting scheduled at 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of considering negotiation matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, O'Neil, Sinicki, Small, and President Mitchell—6.

Noes—None.

The Board retired to executive session at 6:09 PM.

The Board adjourned from executive session at 7:09 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 19, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:22 PM.

Present—Directors Johnson, Lucey (7:25 PM.), Mallory, O'Connell, O'Neil, Sinicki, Small (7:26 PM.) and President Mitchell—8.

Absent and excused—Director Bills—1.

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

August 14, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 P.M., Wednesday, August 19, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing, reviewing, and possibly taking action on the preliminary draft report from Deloitte Touche relative to the study of the Milwaukee Board of School Directors' operational structure and procedures.

RONALD J. VAVRIK
Interim Secretary-Business Manager

At the request of President Mitchell, Deloitte & Touche presented the preliminary draft report on the review of the Milwaukee Board of School Directors' operational structure and procedures.

The Board adjourned at 8:55 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 24, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:15 PM.

Present—Directors Johnson, Lucey, Mallory, O'Connell, O'Neil, Sinicki and President Mitchell—7.

Absent and excused—Directors Bills and Small—2.

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

August 21, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Monday, August 24, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies to be used in negotiations for a successor agreement to the 1987 Settlement Agreement in Board of School Directors v. Thompson and possibly taking action relative to proposed changes to the 1987 Settlement Agreement.

The Board, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting and may reconvene in open session for possible action on matters considered in executive session.

RONALD J. VAVRIK
Interim Secretary-Business
Manager

Director O'Connell moved that the Board retire to executive session.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell and Sinicki and President Mitchell—3

Noes—Directors Johnson and O'Neil—2

Voting "present"—Director Lucey—1

Temporarily Absent—Director Mallory—1

The Board retired to executive session at 7:18 PM.

Director Johnson left at 8:30 PM.

Director Sinicki left at 8:55 PM.

Director Mallory left at 9:10 PM.

The Board adjourned from executive session at 9:27 PM.

ROBERT J. LAWRENCE

Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 26, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:21 PM.

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

Absent and excused—Director Bills—1.

APPROVAL OF MINUTES

The minutes of the regular Board meeting of July 29, 1992 were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

August 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages against the City of Milwaukee, Milwaukee Public School District and the Milwaukee Board of School Directors, filed by Lynn M. Zuehlsdorf, attorney, on behalf of Jymel Velazquez, a minor and his mother, Nivia Velazquez, for injuries allegedly sustained by Jymel Velazquez at the Clemens Elementary School on January 8, 1990.

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

The CNA Insurance Company which was carrier of the Board's commercial general liability insurance at the time of the alleged injuries has requested that the Board disallow the claim.

I, therefore, 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

Ronald J. Vavrik
Interim Secretary-Business Manager

(above-mentioned document attached)

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

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

August 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Esther Jones, a graduate of Bay View High School, won an Olympic gold medal in the women's 4 x 100 meter relay.

I am recommending that the Board adopt the following resolution honoring her for her achievement:

WHEREAS, Esther Jones has distinguished herself and the City of Milwaukee by winning a gold medal in track at the 1992 Barcelona Olympics; and

WHEREAS, Esther Jones, along with teammates Evelyn Ashford, Carlette Guidry and Gwen Torrence won the 4 x 100 meter relay in a time of 42.11 seconds; and

WHEREAS, Esther Jones is a graduate of Bay View High School, where she won the 100- and 200-meter state championships her junior and senior years; and

WHEREAS, Upon graduation, Esther Jones attended Louisiana State University, where she has won to date five consecutive national individual championships, 10 Southeast Conference titles and 21 All-American awards; and

WHEREAS, Esther Jones is a product of the Milwaukee Public Schools, having attended Walker Middle School and Story School prior to attending Bay View; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend its congratulations to Esther Jones for her achievements, and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors extend to Esther Jones its best wishes for success in her future endeavors; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors and that the Board have a copy of this document, suitably signed, delivered to Esther Jones.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

The resolution was adopted by unanimous consent.

(Item 2)

August 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The Board has directed that all Community Based Organization contracts be brought to the Board for review and final approval.

During the budget adoption process, the Board was advised that twenty-nine agencies met the review criteria stated in the RFP and that proposals from these agencies were received and reviewed by a panel of three independent raters, according to published review criteria.

The twenty-nine proposals submitted by these agencies were approved by the Board.

Among the twenty-nine contracts were two federally funded programs: Learning Enterprise of Wisconsin, Inc. Community/Vocational Educational Program for 26 seats, and Seeds of Health, Inc. Community/Vocational Educational Program for 26 seats. At the time of the budget adoption, the amount of funding for these agencies was unavailable.

The amount of the contract for each agency is $51,948. The contracts will be paid out of Carl D. Perkins Vocational Education Act funds.

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 3, 1992, through July 27, 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. 1 to 2399, inclusive

Payrolls (net of withholdings)	$7,969,210.89	
Accounts	$20,038,129.21	
		$28,007,340.10

CONSTRUCTION FUND

Accounts, Voucher Nos. 1 to 96, inclusive

Accounts	$702,627.67

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1 to 157, inclusive

Payrolls (net of withholdings)	$653,721.26	
Accounts	$436,197.43	
		$1,089,918.69

TOTAL $29,799,866.46

JOYCE MALLORY
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and the Secretary-Business Manager presented a joint report to your 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, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Mary Daul Financial Services	Accounts Payable Supervisor $28,428.00/yr. (Replacement for termination)	08-10-92
Julie Hanks Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	07-13-92
Irma Kleckley Ex. Ed. & Supp. Services	School Secretary I $17,305.86/yr. (Replacement for retirement)	07-06-92
Kathi Landowski Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	07-13-92
Susan Miszewski Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	07-13-92
Maxine Walls Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	07-13-92
Margaret White Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr. (New position)	07-13-92

PROMOTIONS

William Dean Facilities & Maintenance Serv.	Plumbing Foreman $50,805.00/yr.	07-27-92
William Luebbe Lee	School Engineer II $28,677.74/yr.	06-22-92
Evelyn Perez-Gely Walker	School Secretary II $19,556.42/yr.	08-03-92
Roxanne Torres Ins. & Risk Mgmt. Services	Account Clerk II $25,643.54/yr.	06-22-92

CHANGES IN STATUS

Rose Galvan # EESSC	Handicapped Children's Assistant $10,524.95/yr.	06-08-92
Lynn Krenn ¢ Dover	School Secretary I $18,827.55/yr.	08-17-92
Vanessa Rogers # EESSC	Handicapped Children's Assistant $10,168.20/yr.	06-08-92
Kelly Suttle # Student Services	Clerk Typist I $15,138.50/yr.	06-08-92

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

* * * * *

(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:

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between January 20, 1992, and February 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Ruthann Datka L.D.	B	24,268	1	01-30-92
	Effective between April 20, 1992, and May 2, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Laure J. Ahrens Elementary	BB	24,268	0	05-01-92
(nr)	Rachelle L. Folger Elementary	BB	25,482	1	04-29-92
	Effective between May 3, 1992, and May 15, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Debra J. Borman Elementary	BB	24,268	0	05-05-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
(nr)	Kendra L. Kovar Upper Elementary	BB	26,695	2	05-13-92
(nr)	George A. Machado Physical Education	E	38,379	7	05-06-92
	Effective between June 11, 1992, and June 23 , 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Kathleen A. Roemer L.D.	B	23,113	0	06-12-92
(r)(a)	Rosie L. Sumrall E.D.	B	33,511	9.5	06-12-92
	Effective September, 1992, payroll:				
(r)	Laura M. Ackeret Upper Elementary	B	23,113	0	08-26-92
(nr)	Lula R. Allen Upper Elementary	B	23,113	0	08-26-92
(nr)	Lynne R. Archbald Elementary	BB	24,268	0	08-26-92
(nr)	Amy B. Bajkiewicz E.D.	B	23,113	0	08-26-92
(nr)	Tammy M. Biesenthal Elementary	B	23,113	0	08-26-92
	Effective September, 1992, payroll:				
(r)	Jane F. Borden Elementary	BB	24,268	0	08-26-92
(nr)	Christina L. Botbyl French	B	23,113	0	08-26-92
(r)	John P. Bowen Upper Elementary	BB	24,268	0	08-26-92
(r)	Janice L. Brockunier Elementary	B	23,113	0	08-26-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Pamela A. Brown Elementary	B	23,113	0	08-26-92
(nr)	Stacy L. Burge Elementary	B	23,113	0	08-26-92
(nr)	Roy L. Crawford Upper Elementary	B	23,113	0	08-26-92
(nr)	Sheila R. Dakins Upper Elementary	BB	24,268	0	08-26-92
(nr)	Tanya R. Daniel Upper Elementary	B	23,113	0	08-26-92
(nr)	Marcey K. Dawson Elementary	BB	24,268	0	08-26-92
(nr)	Michael J. DiDomizio Elementary	B	23,113	0	08-26-92
(nr)	Linda J. Dixon Elementary	B	23,113	0	08-26-92
(nr)	Patricia K. Doherty Elementary	B	23,113	0	08-26-92
(nr)	Kathleen M. Donegan Elementary	B	23,113	0	08-26-92
(r)	Sarah J. Dubey Upper Elementary	B	23,113	0	08-26-92
(nr)	Lisa M. Dumabok Elementary	B	23,113	0	08-26-92
	Effective September, 1992, payroll:				
(r)	Lizabeth M. Edmund Music	B	23,113	0	08-26-92
(nr)	John E. Erdtmann Elementary	B	23,113	0	08-26-92
(nr)	Kristine M. Esmond Upper Elementary	B	23,113	0	08-26-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	JoAnn L. Fischer Elementary	B	23,113	0	08-26-92
(r)	Wanda A. Foy Elementary	B	23,113	0	08-26-92
(r)	James R. Furniss Elementary	B	23,113	0	08-26-92
(nr)	Karen L. Gehrig Elementary	B	24,268	1	08-26-92
(nr)	Matthew J. Gleason Upper Elementary	B	30,044	6	08-26-92
(r)	Wendy M. Godager-Bode Elementary	B	23,113	0	08-26-92
(nr)	Debra D. Gourley Elementary	B	23,113	0	08-26-92
(nr)(b)	Arlene E. Grant E.D.	B	34,667	10.5	08-26-92
(nr)	Denee S. Groy Upper Elementary	B	23,113	0	08-26-92
(nr)	Renard F. Harlow Speech Pathologist	C	26,117	0	08-26-92
(r)	Sara J. Harwood Elementary	B	23,113	0	08-26-92
(r)	Roxie T. Hentz Upper Elementary	B	23,113	0	08-26-92
(r)	Terri L. Herek Elementary	B	23,113	0	08-26-92
	Effective September, 1992, payroll:				
(r)	Rhonda F. Herriges Elementary	B	24,268	1	08-26-92
(nr)(b)	Larry K. Iwen L.D.	B	28,891	5	08-26-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
(nr)	Wallace D. Johnson Early Childhood	B	25,424	2.5	08-26-92
(nr)	Cheryl L. Jones Home Economics	B	23,113	0	08-26-92
(r)	Rebecca A. Kassulke Cognitive Disability	B	23,113	0	08-26-92
(nr)	Dawn M. Lambrecht Elementary	B	23,113	0	08-26-92
(nr)	Jennifer L. Lansinger Elementary	B	23,113	0	08-26-92
(nr)	Dana M. Lehmkuhl Elementary	B	23,113	0	08-26-92
(nr)	Otilio Leon L.D.	B	23,113	0	08-26-92
(nr)	Susan A. Leszczynski Elementary	B	23,113	0	08-26-92
(nr)	Beth E. Magomolla Waldorf	B	23,113	0	08-26-92
(r)	Dawn J. Malphy Elementary	BB	24,268	0	08-26-92
(nr)	Trudi C. Melvin Upper Elementary	B	25,424	2	08-26-92
(nr)	Lisa M. Merritt L.D.	B	23,113	0	08-26-92
(nr)	Kim M. Milosch Elementary	B	23,113	0	08-26-92
(nr)	Amy N. Mizialko L.D.	BB	24,268	0	08-26-92
	Effective September, 1992, payroll:				
(nr)	Karen L. Mudlaff Elementary	B	23,113	0	08-26-92

Appointments (contd.)

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Anne M. Oulahan Elementary	BB	29,122	4	08-26-92
(nr)	Steve L. Page Upper Elementary	B	23,113	0	08-26-92
(nr)	Donna M. Palkowski Cognitive Disability	B	23,113	0	08-26-92
(r)	Lori C. Patterson Elementary	BB	24,268	0	08-26-92
(r)	Angela L. Piette Elementary	B	23,113	0	08-26-92
(r)	Frank J. Pipp Elementary	BB	24,268	0	08-26-92
(nr)	Rhonda K. Plachetka Upper Elementary	B	23,113	0	08-26-92
(r)	Martha A. Price Elementary	B	31,200	7	08-26-92
(r)	Kathleen A. Rehl Elementary	B	23,113	0	08-26-92
(nr)	Mary H. Ruud Eurythmy	B	31,200	7	08-26-92
(r)	Jill M. Schmeling Elementary	B	25,424	2	08-26-92
(r)	Angelena Scruggs Elementary	B	23,113	0	08-26-92
(nr)	Carrie F. Shipley Cognitive Disability	B	23,113	0	08-26-92
(nr)	Kim M. Shulfer Cognitive Disability	BB	27,909	3	08-26-92
(r)	Rita Slawson Elementary	B	25,424	2	08-26-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective September, 1992, payroll:				
(nr)	Don E. Smith Visually Impaired	C	35,259	7	08-26-92
(nr)	Cassandra R. Sorenson E.D.	BB	24,268	0	08-26-92
(r)	Beth L. Specht Elementary	B	24,268	1.5	08-26-92
(nr)	Colleen M. Stapleton L.D.	B	23,113	0	08-26-92
(nr)	Lori A. Strand Upper Elementary	B	23,113	0	08-26-92
(r)	Deborah F. Strong Cognitive Disability	B	23,113	0	08-26-92
(nr)	Michelle L. Sturman Upper Elementary	B	23,113	0	08-26-92
(r)	Renee M. Tadin Elementary	B	23,113	0	08-26-92
(nr)	Kristine L. TenHaken Elementary	B	23,113	0	08-26-92
(nr)	Paul J. Tracey Elementary	B	25,424	2	08-26-92
(r)	Joyce Tucker English	B	23,113	0	08-26-92
(nr)	Teresa L. Tyczkowski L.D.	B	23,113	0	08-26-92
(nr)	Nancy J. Uhl Elementary	B	30,044	6	08-26-92
(r)	Michelle A. Uhlers Elementary	B	23,113	0	08-26-92
(r)	Bee Vang Elementary	B	23,113	0	08-26-92
(nr)	Christopher W. VanLaanen Elementary	B	23,113	0	08-26-92

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective September, 1992, payroll:				
(r)	Tamara L. Vierkant Elementary	B	24,268	1	08-26-92
(nr)	Tara L. Walls Elementary	B	23,113	0	08-26-92
(r)	Rosa M. Washington Upper Elementary	B	23,113	0	08-26-92
(r)	Lori J. Weber L.D.	B	23,113	0	08-26-92
(r)	Pamela J. Wiemer Elementary	B	23,113	0	08-26-92
(nr)	Jennifer S. Wright Elementary	B	23,113	0	08-26-92
(nr)	Julie C. Zich Elementary	B	23,113	0	08-26-92
(nr)	Heather M. Zimmer Elementary	B	23,113	0	08-26-92
(nr)(a)	Rhonda L. Zwickey Elementary	B	26,580	3	08-26-92
	Schedule 05—School Psychologist				
	Effective September, 1992, payroll:				
(nr)	JoAnne M. Baez		31,345	0	08-20-92
(nr)	JoAnn I. Berry		31,345	0	08-20-92
(nr)	Stephen E. Neill		31,345	0	08-20-92
(r)	Lisa A. Watson		31,345	0	08-20-92

(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 promoted to the classifications indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Patricia Walia Zablocki Elementary School	Principal $54,419	Schedule III, Range 13D
(r)	Kathleen Jorgenson	Assistant Principal Vincent High School	Schedule III, Range 12C $49,416
(r)	Frank Walls	Assistant Principal Vincent High School	Schedule III, Range 12C $45,398
(r)	Jaclyn Laber	Assistant Principal Bryant Elementary School	Schedule III, Range 10D $51,356
(r)	Mary Chapman	Assistant Principal Congress Elementary School	Schedule III, Range 10D $53,529
(r)	Bobbie Killins	Assistant Principal Hawthorne/Seventy-eighth Street Elementary Schools	Schedule III, Range 10D $51,356
(r)	Rosalyn McCray	Assistant Principal Thoreau Elementary School	Schedule III, Range 10D $53,529
(r)	Cynthia Grant	Assistant Principal Zablocki Elementary School	Schedule III, Range 10D $44,707

_____

r—Resident

The Superintendent advised your Commitee of the following administrative reassignments:

	From	To
Mickey Beil	Senior Government Relations Specialist	Assistant Lobbyist Department of Public Affairs
Nancye Brazil	Coordinator, School Service Bureau	Assistant Staffing Specialist Department of Human Resources
Michael Burns	Coordinator, School Service Bureau	Curriculum Specialist, Department of Alternative Programs
Coy Davis Jr.	Manager, Marketing Development and Operations	Media Specialist-Special Projects Department of Public Affairs
Therese Heimann	Congress (P)	Cooper (P)

Steven Huffman	Greenfield Avenue (P)	Administrative Specialist Department of School Support and Accountability
Aquine Jackson	Associate Superintendent	Director, Division of Student Services
Robert Joyce	School Media Supervisor (T.B.)	School Librarian
Luis Lopez	Coordinator, School Service Bureau	Assistant Administrative Specialist Department of School Support and Accountability
Margaret Rogers	Coordinator, School Service Bureau	Coordinator, Parent Service Center Department of Public Affairs
Linda Scott	Manager, Radio Programming and Operations	Media Specialist—Music Department of Public Affairs
Arlene Sershon	Coordinator, School Service Bureau	Assistant Administrative Specialist Department of School Support and Accountability

(P) = Principal
(T.B.) = Teacher Basis

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence be, and they hereby are granted, as follows:

Illness Leave, to June 15, 1992:

Joyce Boneck	78th Street	January 28, 1992
Judith Bradley	Marshall	January 28, l992
Delphine Colvin	Bruce	March 10, 1992
Jonathan Garber	Waldorf	April 15, 1992
Clara Myles	Milwaukee Tech	January 28, 1992
Marie Pinzon	Multilingual/Multicultural	May 4, 1992
Steven Strzyzewski	Bay View	February 20, 1992

Illness Leave, to January, 1993:

Maxine Gilmore	On Leave	January, 1990

Maternity Leave, to June, 1993:

Michael Fischer	Sherman	August, 1992
Shannon Stolcars	95th Street	August, 1992
Erika Cipriano	Gaenslen	August, 1992
Michelle Hokenson	Frances Starms	August, 1992
Patricia Czernicki	95th Street	August, 1992

Personal Leave, to January 1993:

Joanne Parlee	River Trail	August, 1992

Personal Leave, to June, 1993:

Karen Rosolek	Cass Street	August, 1992
Kerrie Chong	On Child-rearing	August, 1992
Glenda Luebke	On Sabbatical	August, 1992
Nanette Conrad	Garden Homes	August, 1992
Jan Heinitz	Psych. Services	August, 1992
Beth McFadzen	Stuart	August, 1992
Cheryl Jamrozy	Neeskara	August, 1992
Luann McKinney	On Leave	August, 1992
Vicki Crabtree	Speech/Language	August, 1992
Laura Steeholm	Psychological Services	August, 1992
Denise Reese	Psychological Services	August, 1992

Personal Leave, to June 1994:

Karen Fischer	37th Street	August, 1992

Sabbatical Leave, to June, 1993:

Jeffry Odders	King	August, 1992
Kathy Wiegand	Riley	August, 1992
Phyllis Baxter	North	August, 1992
M. Lucia Cardoso	Speech/Language	August, 1992

Study Leave, to January, 1993:

Anne Grosgalvis	On Sabbatical	August, 1992
Rita Yanny	Auer	August, 1992

Study Leave, to June, 1994:

Janice Jackson	On Leave	August, 1992

Extension of Leave for Illness, to January, 1993:

Paul O'Brien	On Leave	August, 1992
Pamela Suggs	On Leave	August, 1992

Extension of Leave for Illness, to June, 1993:

Patricia Anderson	On Leave	August, 1992
Sondra Mueller	On Leave	August, 1992
Margaret Mary Selz	On Leave	August, 1992
Charlene Zaleski	On Leave	August, 1992

Extension of Leave for Maternity, to January, 1993:

Ann Molzahn	On Leave	August, 1992
Laureen Sherman	On Leave	August, 1992
Janice Smith-Jorjorian	On Leave	August, 1992

Extension of Leave for Maternity, to June, 1993:

Mary Daugherty	On Leave	August, 1992
Kathleen Donnellan	On Leave	August, 1992
Suzanne Green	On Leave	August, 1992
Sharon Kiernan	On Leave	August, 1992
Athene Kralik	On Leave	August, 1992
Michelle Liebzeit	On Leave	August, 1992
Deborah McDonald	On Leave	August, 1992
Patricia Orozco	On Leave	August, 1992
Sherry Siebers	On Leave	August, 1992
Patricia Walsh	On Leave	August, 1992
Karolin Winston	On Leave	August, 1992
Patricia Luebke	On Leave	August, 1992
Jacqueline Yeager	On Leave	August, 1992
Irma H. Daniels	On Leave	August, 1992
Maura Andrews	On Leave	August, 1992

Extension of Leave for Personal, to June, 1993:

Sandra Brushe-Deuster	On Leave	August, 1992
Gail Harzich	On Leave	August, 1992
Ahmad Laiq	On Leave	August, 1992
Marilee Laumann	On Leave	August, 1992
Cynthia Lowenstein-Kane	On Leave	August, 1992
Gretchen Peerson	On Leave	August, 1992
Kathleen Johnston	On Leave	August, 1992
Lynda Jackson-Conyers	On Leave	August, 1992

Extension of Leave for Special Teaching Assignment, to June 1993:

Susan Novak-Tibbet	On Leave	August, 1992

The Superintendent advised your committee of the leave curtailments and leave rescindings as follows:

CURTAILMENT OF LEAVE:

Karen Lehman-Barrows —Was granted a child-rearing leave from January, 1992 to January, 1993. Curtailed as of August 26, 1992.

Debra Lopez Prado —Was granted a child-rearing leave from March, 1990 to January, 1993. Curtailed as of August 26, 1992.

RESCINDING OF LEAVE:

George Bradford, Jr. —Was granted a sabbatical leave from Edison for the 1992-93 school year. Rescinded as of June 30, 1992.

Christine Meyer —Was granted a sabbatical leave from Hawley for the 1992-93 school year. Rescinded as of July 13, 1992.

* * * * *

(ITEM 5) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Ron Andryk	Hartford	07-01-92
Terry H. Balster	Cooper	07-01-92
Christie M. Bauman	EESS Center	07-01-92
Edith M. Brevold	Douglass	06-15-92
Ying Ying Chen	C & I	07-09-92
Janet L. Clapper	On Leave	06-01-92
Cathy A. Copeland	Sholes	06-15-92
Linda B. Curtis	Longfellow	06-22-92
Lynda C. Dale	Juneau	06-17-92
Sally J. Day	Hawley	06-15-92
Suzanne Delcuze	Robinson	06-15-92
Betty A. Doherty	EESS Center	07-01-92
Tim C. Daux	Lincoln	07-31-92
Mary DuBois	On Leave	06-01-92
Jim Eisenman	EESS Center	07-01-92
Natalie S. Erdmann	Bell	06-15-92
Anne Fischer	On Leave	06-16-92
Carla Marie Foster	MacDowell	06-15-92

Sam Gabby	EESS Center	06-22-92
Jonathan A. Garber	On Leave	06-30-92
William B. Giese	31st Street	06-25-92
Peggy J. Goodman	Muir	07-01-92
Thomas E. Gorder	Marshall	07-25-92
Monika Hadrian	On Leave	06-03-92
Linda M. Harris	River Trail	06-15-92
Kathleen M. Hartung	McNair	07-09-92
John T. Hays	South	06-19-92
Geraldine M. Helmers	Keefe	06-15-92
Peter J. Hirt	Sholes	06-15-92
Robert G. Hoskins	Lady Pitts	06-15-92
George C. Jeffers	Fernwood	06-15-92
Roy D. Johnson	Milw Tech	07-07-92
Maribeth Kaczmarek	Hartford	06-15-92
Kevin R. Karman	Garfield	06-30-92
Sharon A. Kiernan	On Leave	06-23-92
Lois E. Kind	Guidance	06-15-92
Cynthia A. Kotes	Grand Avenue	08-31-92
Kathleen A. KotnikOn Leave	06-18-92	
Julie KowalkowskiEESS Center	07-01-92	
Thomas J. Leahy	North Division	06-30-92
William R. Loss	68th Street	06-15-92
Mauricio Madiedo	On Leave	07-07-92
Dennis R. Malm	On Leave	12-20-91
Susan Markert	Burroughs	06-15-92
Leora R. McGee	Instructional Resources	08-15-92
Louise M. Mikals	On Leave	06-15-92
Mary Beth Miller	Hampton	06-15-92
Patricia A. Morrissey	Grand Avenue	07-03-92
Jovita M. MoureauUnassigned	06-15-92	
Trudy Munding	82nd Street	06-15-92
Birdie Odenbrett	EESS Center	09-16-92
Linda M. Peters	Human Relations	06-05-92
Tanya M. PozorskiSholes	06-16-92	
Matthew E. Ray	MacDowell	06-15-92
Stephanie V. Rubnitz	On Leave	06-15-92
Cindy A. Schmahl	EESS Center	07-01-92
Terri Schoeneck	Edison	06-23-92
Joel Smith	Hampton	06-15-92
Rebecca J. Smith	North Division	06-19-92
Mary E. St. John	On Leave	07-01-92
Timothy J. Stark	Keefe	06-15-92

Rosemary Toussaint	Marshall	06-15-92
Matthew P. Worman	On Leave	05-26-92
Denise M. Wrigh	Bruce	06-28-92
Federico Zaragoza	Alternative & Vocational Education	07-16-92

* * * * *

(ITEM 6) 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 1991-92, 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 1992-93 school year the administration is recommending a further expansion of the pool, so that the panel members will 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.

Your Committee recommends:

1. That the Board adopt the following resolution: Be it resolved for the 1992-1993 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 1991-1992 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 7) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting on July 29, 1992 (Proc., p. 176), the Board referred the following resolution, which was introduced by Director Small, to the Personnel and Negotiations Committee:

WHEREAS, safety is a primary district initiative; and
WHEREAS, local school safety needs were addressed in the 1992-93 budget; and
WHEREAS, recent events at the MPS central administration building emphasized the need for security at all MPS functions and sites including the central administration building; therefore be it
RESOLVED, that the Division of School Safety develop and bring to the Board a plan which addresses the personal safety of individuals who work at or attend night meetings at the central administration building; and be it
FURTHER RESOLVED, that this plan be forwarded to the appropriate Board committee for approval in September, 1992.

The administration is now providing at least one safety aide for Committee and Board meetings. In addition, on regular work days a safety aide is available in the building until 7:00 PM. In both instances, the aide is available to escort persons to their cars.

Improved lighting will be installed for the Board/visitors parking lot on the northeast corner of the building.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Division of School Safety develop and bring to the September Personnel and Negotiations Committee for approval a plan which addresses the personal safety of individuals who work at or attend night meetings at the central administration building.

* * * * *

(ITEM 8) The Secretary-Business Manager advised your Committee that:

On June 24, 1992, the Board took action to hold at the Committee level until the adoption of the 1992-93 school budget a May 15, 1992, communication from the Milwaukee Building and Trades Council relative to increases in wages and fringe benefits for various Milwaukee Public School Trades employees.

The Board on June 24, 1992 and July 29, 1992 (Proc., pp. 125; 175), received additional communications from the Milwaukee Building & Construction Trades Council dated May 27, June 9, June 25, July 13 and July 17 relative to increases in wages and fringe benefits for various trades.

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).

A five year historical overview of the percent increases for each job classification is attached to the minutes of the meeting. It also identifies which items affect Milwaukee Public School personnel.

A breakdown by ethnic origin of the prevailing wage personnel employed by the Department of Facilities and Maintenance Services is also attached to the minutes of the meeting.

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 and these same communications as they relate to increases in wages and fringe benefits for various Milwaukee Public Schools employes be held at the Committee level until other 1992-93 labor agreements are resolved.

* * * * *

(ITEM 9) 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 YEARS 1991-1992 AND 1992-1993

Districts with Five Year Goals:

District	1992-1993 Settlement Agreement Goals	Seats Made Available 1991-1992
Franklin	370	370
West Allis/West Milw.	1,150	800

Districts with Annual Goals:

District	1992/93 Goal	1992-1993 Seats Made Available Per Contract
Brown Deer	104	178

Districts to Annually Contract Goals:

District	1991-1992 Seats Made Available Goal	1991-1992 Per Contract	1992-1993 Seats Made Available Goal	1992-1993 Per Contract

New Berlin	107	107	120	12
Germantown			44	44

Your Committee recommends that the 1991-19/92 Chapter 220 inter–district pupil transfer agreements for the school districts of Franklin, New Berlin and West Allis/West Milwaukee and the 1992-1993 inter–district pupil transfer agreements for the school districts of Brown Deer, Germantown and New Berlin be approved.

* * * * *

(ITEM 10) Your Committee reports having received an informational report from the Superintendent and the Secretary-Business Manager on the following matter; this report has been made a part of the minutes of your Committee meeting of August 10, 1992:

A. Affirmative Action Report.

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 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.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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:

> Thurston Woods Primary School serves youngsters through third grade. When the school was established, the designation of a feeder school for students entering fourth grade was postponed.
>
> This fall, Thurston Woods will have its first class of third graders. It will therefore be necessary to designate a feeder school this year for these students for the 1993-1994 school year. The parents of the school have requested the opportunity to speak with the Committee regarding this matter.

Your Committee reports that hearing was given to the parents of Thurston Woods Elementary School and other interested parties.

Your Committee recommends that the administration be directed to bring back to the Committee a recommendation on the above-mentioned matter at the October Committee meeting.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

At its meeting on June 24, 1992 (Proc., p. 127), the Board referred the following resolution which was introduced by Director Lucey, to the Instruction and Community Relations Committee:

WHEREAS, Milwaukee Trade and Technical High School ("Tech") has proven itself over many years to be a highly effective institution in preparing young Milwaukeeans for careers in the skilled trades and industrial technology; and

WHEREAS, At least some part of the existing building and facilities at Tech has become obsolete and unsuitable for providing up-to-date vocational and technical training, and

WHEREAS, The Milwaukee Public Schools ("MPS") have enormous needs for new facilities and for expenditures on deferred maintenance of existing facilities and a limited ability to obtain funding for these needs through the referendum process; and

WHEREAS, The Milwaukee Area Technical College ("MATC") is also devoted to the mission of providing vocational and technical education to young Milwaukeeans, and is presently considering a proposal to operate a technical high school of some kind; and

WHEREAS, The State of Wisconsin has recently enacted legislation providing authority for MPS and MATC to work collaboratively in developing and conducting educational programs; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors ("the Board") authorize the Superintendent of MPS to enter into discussions with MATC about the possible collaborative development of a new vocational and technical high school, and to report to the Board on the progress of those discussions no later than the Board's October, 1992 meeting.

Your Committee recommends that Director Lucey's resolution be held in Committee until September, 1992.

* * * * *

(ITEM 3) 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, 1992:

A. Pupil Accounting Reports—May and June

a) Alternative Education Programs
b) Pupil Suspensions—Regular
c) Pupil Suspensions—In-house
d) Pupil Attendance
e) Administrative Transfers

B. Report on the 1992 Summer School Program

C. Report on the National Evaluation of the Federal Activities Grants and the Drug Free Schools Recognition Program for the U.S. Department of Education: Milwaukee Public Schools Final Site Report

D. Report on Chapter 1

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.

With respect to Item 2, the chair ruled that the item had been inadvertently included in the Committee report and was not properly before the Board for consideration, since it had been held in Committee.

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 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:

RELOCATION OF TOT LOT—FIFTY-THIRD STREET SCHOOL
Munson, Inc.; Low Bidder, Base Bid Of..... $ 62,977.00

ASPHALT RESURFACING—SIXTY-FIFTH STREET SCHOOL
Stark Asphalt; Low Bidder, Base Bid Of ..... $ 47,240.00

ASPHALT RESURFACING—BROWNING SCHOOL
Stark Asphalt; Low Bidder, Base Bid Of..... $ 40,455.00

AGING SCHOOL—PHASE III—TWENTY LOCATIONS—ZONES 1-6
Marino Construction Co., Inc.; Low Bidder, Combination Bid Of..... $247,711.00

On Wednesday, May 20, 1992 proposals were received for Document Destruction Services (Shredding) for District Schools and Offices. Based upon the recommendation of the Secretary-Business Manager, a contract was awarded to Mobile Shredding Service, Inc. at a base price of $50 per container per location with additional services provided in accordance with the proposal on a fixed fee basis by the Board at its June 15, 1992 meeting. This award of contract was contingent upon the approval of funds in the 1992-93 budget. Since funds were not included in the 1992-93 budget, the Board is advised that the execution of this contract will not occur. The Board is further advised that disposal of all documents which were to be destroyed as part of this program will occur as part of the normal rubbish removal.

* * * * *

(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is authorized to make the following purchases, based upon proposals received pursuant to advertisement and specifications on file:

1993 Dodge 9000# G.V.W.;
Belle Dodge; low bidder ..... $ 32,583.60

1 ton extended van conversion;
DM Conversions, LTD; sole bidder $24,360.00

A one-year renewable contract to furnish telephone replacement items
Wisconsin Bell Communications; low bidder ..... $ 33,315.25*

* The five lower-priced bids did not meet technical specifications.

* * * * *

(ITEM 3) The Secretary-Business Manager advised your Committee that:

Pursuant to action taken by the Board of School Directors and the Common Council (Proc., 8-4-70, pp. 54-55; 4-5-71, pp. 791-792; 6-30-71, pp. 945-946), the Department of City Development reviews all relocation claims filed against the Board by persons who were displaced from premises acquired for school sites and makes recommendations to the Board concerning payment.

Ms. Kirsten Nyrop, Commissioner, Department of City Development, recommends payment of the following claims filed against the Board of School Directors by persons displaced from premises being acquired for Sarah Scott Middle School:

a. Mikal Siddiqu—Site Address: 1200 West State Street, #3-B2
Business replacement payment $19,400
Total $19,400

b. Noerenberg Wholesale Meats—Site Address: 2843 South 5th Court
Temporary and final moving expenses $83,498.40
Total $83,498.40

Your Committee recommends that the claims be paid.

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

At its meeting of June 24, 1992 (Proc., p. 121), the Board of School Directors received a request from the City of Milwaukee Department of Public Works on behalf of the Wisconsin Electric Power Company (WEPCO) for permission to install underground cable across the Frederick J. Gaenslen School property. This installation is required to provide electrical service to a Milwaukee Metropolitan Sewerage District project located at 1370 East Chambers Street.

The Department of Facilities and Maintenance Services has reviewed this request and finds no reason not to approve such a request. WEPCO has indicated that all costs related to the installation and maintenance of the underground cable will be their responsibility.

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 Frederick J. Gaenslen School, subject to all costs related to the installation and maintenance being borne by WEPCO.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

On October 8, 1990, the Board of School Directors approved a lease/purchase agreement for the renovations at Grand Avenue and Milwaukee Education Center (MEC). A part of the development at MEC was the construction of an off-street parking area on the west side of North 4th Street to serve MEC and Golda Meir schools.

Since the commencement of the project, the staff has been approached by Meda-Care Vans which has expressed a desire to trade parcels of property in order to permit them to expand their operation and to allow for better and safer access to their property. The trade would involve two parcels—Parcel A, a 1.9 acre parcel under the Board jurisdiction and Parcel B, a 1.03 acre parcel owned by Meda-Care Vans. (A copy of the map detailing the parcels has been attached to the minutes of your Committee's meeting of August 13, 1992.)

The staff has reviewed the proposal and finds that the trade would be beneficial to the district in a number of ways:

- It would permit development of one large parking area for use by the MEC and Golda Meir schools instead of two smaller lots at different levels.
- It would relieve the Board from future maintenance costs associated with two retaining walls located on the site.
- It would provide for better security of parking areas by limiting access from a dead-end street instead of 4th Street.

The proposal has been reviewed by the City Attorney, Wisconsin Preservation and Grunau Project Development. All parties concur with proceeding with the trade.

In order to permit both the district and Meda-Care Vans to proceed as quickly as possible with their respective site development plans, both parties have agreed to issue a right-of-entry to the other. This will permit all work to commence while the legal formalities are taken care of.

Your Committee recommends that 1) authorization be given to exchange properties located on the block bounded by North 4th Street, North 5th Street, West Cherry Street, and West Galena Street with Meda-Care Vans, Inc., 2) that authorization be given to issue a right-of-entry for Meda-Care Vans, Inc. to permit the development of the new parcel and 3) that the City Attorney be directed to execute the appropriate documents related to the exchange and right-of-entry.

* * * * *

(ITEM 6) The Secretary-Business Manager advised your Committee that:

During the past year, several new regulatory actions have significantly altered district operations relating to disposal of waste. On April 1, 1992, the operation of all incinerators was discontinued to comply with the Clean Air Act of 1990. In addition, Wisconsin Act 335 (now the Natural Resources Act 502) mandated the removal of certain specified materials over the next three years with required compliance by 1995. The latter requires that all banned materials be recycled.

As part of planning for the 1992-93 school year, the Department of Facilities and Maintenance Services (DFMS) solicited proposals in November, 1991 from three companies to recycle the

affected products, based upon the success of a pilot program held at five schools. The results of that request are as follows:

Company	Cost
The Peltz Corporation	$235,000
BFI Waste Systems	$323,646
BAB, Inc.	$530,955

As a result of the evaluation of the proposals, the decision was made to reject all bids since the cost to recycle would be $90,000 more than to just landfill the material.

Based upon the results received in December, the Administration prepared new proposals to evaluate for possible implementation during the 1992-93 school year. These proposals included:

a. Recycling of mixed paper, corrugated cardboard, and newsprint.
b. Recycling of the paper products and items made of tin, plastic, and aluminum.

Evaluation of the proposals required numerous variables to be factored together to arrive at a common base from which to evaluate. All bids were subsequently rejected and the Administration was directed to develop a bid spec and advertise for a lump sum cost to collect and process all recyclables.

On July 28, 1992, bids were received to recycle mixed paper, corrugated cardboard, newsprint, tin, and plastics. The following is a summary of those bids:

Alliance Environmental Services	$175,738
Peltz Bros. Corp.	$235,325
BFI Waste Systems	$318,780

DFMS has included in the proposed 1992-93 budget $400,000 for rubbish removal based upon estimated costs at the time of budget submittal. Analysis of costs related to recycling based upon the low bid received is as follows:

Evaluation of Recycling Costs

Type of Disposal	Low Bid	No Recycling
Landfill	$208,000	$416,000
Recycling	175,738	—
Total	$383,738	$416,000

Your Committee recommends that authorization be given to the Administration to implement a recycling program on a district-wide basis that a contract be awarded to Alliance Environmental Services for a period of three (3) years subject to a) annual appropriation of funding for the project and b) annual review at a first year cost of $175,738 with a minimum DBE participation of 54%.

* * * * *

(ITEM 7) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	School Fund	$1,261	Library Books
	School Fund	2,120	Camping Trip
Auer Avenue	Carolyn Lee	25	6th Grade Donation
Bell	Warner Cable	700	Classroom use
Burroughs.	School Fund	1,979	Computer & Monitor
Dr. Martin Luther King Jr.	Andrew Ward	250	For needy Students
Fernwood	PTA	2,338	Educational Supplies
Fifty-third St.	Kohl's Food Store	950	Use in computer Lab
	PTO	340	Use in computer lab
Fritsche	School Fund	10,000	Computer Hardware & Software
Gaenseln	Wauwatosa Savings & Loan Assn.	980	Printer
	R.V.Krikorian Foundation	500	Printer
	The Derse Foundation	500	Printer
	Vilter Foundation, Inc.	1,000	Printer
	Ralph Evinrude Foundation, Inc.	1,000	Printer
	Herbert H. Kohl Charities, Inc.	200	Printer
Grand Avenue	G.P.A.	1,128	Student Use—Library
Greenfield	Mary Ann Hazelwood	10	School use
King	Estate of Joan Harper	291	Honor Board
Lady Pitts	Kiwanis of Wauwatosa	160	Award Luncheon
Lee	P.T.O	20	Cover end-of-school-year expenses
MacDowell	MacDowell P.T.A	143	Staff & Classroom use
McNair	School Fund	1,455	Computer Hardware
Milw. Spanish Immersion	PTA	825	Art Work
	PTA	4,006	Newsletter printing & RIF Program
	PTA	2,450	Camping Trip/Library Books
	Social Worker	50	Contribution to Library
Milwaukee Tech	Allen-Bradley	1,500	Sivyer Award-tuition
MPS	Wisconsin Gas Co.	180	30 Summerfest Tickets
Muir	Kohl's Food Stores	1,500	Apple Computers
Sholes	PTSO	1,100	Computer software
	Time Insurance Company	405	Staff Breakfast
Siefert	W. H. Brady Co.	320	Books and Video tapes
Tippecanoe	Mr. & Mrs. Russell Wszalek	50	Fine Arts Scholarships
Twenty-first St.	John Langenohl	3,000	Copy machine
Washington	Egghead Software	1,000	Purchase of Software
	Kathy Glasnap Framing	850	Art Supplies
Whitman	PTA	250	Books
TOTAL		**$44,836**	

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 8) The Superintendent advised your Committee that:

A recent interpretation of generally accepted accounting principles by the Government Finance Officers Association (GFOA) requires a change in the timing of the recording of property taxes for financial reporting purposes. The GFOA notified the District in June of 1991 that the Milwaukee Public Schools' Comprehensive Annual Financial Report for the year ended June 30, 1990 did not comply with generally accepted accounting principles as property taxes were not recorded properly.

If Milwaukee Public Schools were to implement this change in one year, it would result in a one-time, $30 million revenue shortfall in property taxes.

In October 1991, the Financial Services Director began working with the City Comptroller's Office to identify how the District could meet generally accepted accounting principles without incurring a revenue deficit. It was determined that a change in the timing of the settlement of property taxes would meet the needs of Milwaukee Public Schools while providing benefit to the City of Milwaukee through increased interest earnings.

The City Attorney researched the legal aspects of this settlement and drafted an Intergovernmental Cooperation Agreement. This agreement requires the City of Milwaukee to make property tax payments to the District by August 30, 1992, for the 1991 levy and by July 15th for subsequent year levies. These payments will be transferred to the District's cash accounts which are controlled by the City. It will not impact the current relationship between the City and the District which requires the City to control the District's cash. The Agreement allows the District to continue to record property taxes for financial reporting purposes as these taxes have recorded in the past. Milwaukee Public Schools will avoid the $30 million revenue deficit and still comply with generally accepted accounting principles.

This agreement was approved by the Common Council on July 28, 1992.

Your Committee recommends that the Board enter into the following Intergovernmental Cooperation Agreement with the City of Milwaukee:

INTERGOVERNMENTAL COOPERATION AGREEMENT

Agreement made this _____ day of _____, 1992, by and between the Board of School Directors of the City of Milwaukee and the City of Milwaukee.

Whereas, The Board of School Directors budget is submitted to the Common Council for inclusion in the City budget pursuant to sec. 119.16(8)(b), Stats.; and

Whereas, For budgetary purposes, the Board of School Directors budget is included in the City budget as a department which by law is authorized to determine its expenditures and taxes to be levied therefore; and

Whereas, The City budget determines the amount to be levied and the Common Council is authorized to levy taxes, inter alia, for the school operations fund, the school construction fund and the school extension fund; and

Whereas, The parties are interested in reaching a mutually satisfactory arrangement relative to the allocation of the proceeds of property tax collections to the Milwaukee Public Schools;

Now, Therefore, Upon the mutual promises of the parties herein, it is agreed by and between the City of Milwaukee and the Board of School Directors as follows:

1. Commencing with tax levy year 1991, all tax levy dollars due to the Milwaukee Public Schools as of June 30, 1992 shall be paid to the account of the Milwaukee Public Schools on or before August 30, 1992.

2. Commencing with tax levy year 1992, all tax levy dollars due to the Milwaukee Public Schools for each succeeding fiscal year commencing with fiscal year 1993 shall be paid to the account of the Milwaukee Public Schools on or before July 15 of the fiscal year.

3. The Agreement shall take force and effect from and after the date of execution and shall be renewed annually on the anniversary of its execution unless within sixty days of the anniversary date one of the parties thereto gives the other party written notice of termination of the Agreement upon the anniversary of this execution.

In Witness Whereof, The parties hereto have executed this Agreement on the day and year first above written.

IN THE PRESENCE OF:	MILWAUKEE BOARD OF SCHOOL DIRECTORS
_____	_____
_____	_____
IN THE PRESENCE OF:	CITY OF MILWAUKEE
_____	_____
	Mayor
_____	_____
	City Clerk
	COUNTERSIGNED:
_____	_____
	Comptroller

GO*skt
7-23-92

This Agreement was drafted by the Office of the City Attorney.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

A. Use of school facilities

Since 1983, School Board Facilities have been used at Washington, South Division, and Lady Pitts, to provide day care services to children.

Request for proposals were solicited from 54 local Day Cares to provide infant/toddler day care services to children of school age parents at Washington, South, and the School Age Parent Center/Lady Pitts. Four proposals were submitted in response to our request for proposals.

Based on review of the proposals received by the Department of Alternative Education and local school principals, three programs were recommended to receive contracts for the use of MPS facilities.

Your Committee recommends that rooms and utilities at Washington, South Division, and School Age Parent Center/Lady Pitts be provided to the following Day Care providers to operate day care facility for children of school age parents:

Carter Child Development Center-Dist. SAPAR Center/Lady Pitts;
Children's World-Washington;
Ebenezer-South Division.

B. Award of Early Childhood Contracts to Day Care Centers

Since 1988, Milwaukee Public Schools has been authorized under Sec. 119.72, Wis. Stats., to contract with private, non-profit, non-sectarian day care centers located in the City of Milwaukee

to provide early childhood education to four year olds and five year olds who are residents of the city.

The Milwaukee Public Schools provides a qualified and certificated teacher at the sub-grantee's site for purposes of providing instructional services to pupils in attendance under this program.

The sub-grantees will reimburse the MPS for the total 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 thirteen proposals were submitted to the advisory board for consideration.

The 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 that agency's guidelines.

The advisory board combined points from each area of the proposal and the on-site visits that were rated on a scale of 1—not evidenced, 2—somewhat evidenced, 3—evidenced, 4—highly evidenced.

Recommendation: That based on the recommendations of the advisory board, contracts be awarded to the following agencies to provide and fill allocated FTE (K5's or K4's or a combination thereof):

Day Care Center	Slots	Amount
Carter Child Development Center	49	$169,050
LaCausa Day Care Center, Inc.	49	$169,050
Silver Spring Neighborhood Ctr.	36	$124,200
Urban Day I	20	$69,000
Urban Day II	20	$69,000
Neighborhood House	12 (.5 prog.)	$41,400
Learning Enterprise of Wisconsin	10 (.5 prog.)	$34,500
Nurtury Child Development Center.	20	$69,000
Total	**216**	**$745,200**

Your Committee recommends that this item be forwarded to the Board, out of committee, without a recommendation, and that administration be available at the monthly Board meeting to provide the Board with information pertinent to the abovementioned programs

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

Mary Ryan, an elementary alternative school for grades 4, 5 and 6, will be housed at 3815 West North Avenue. In addition, one high school self-contained LD classroom will also be housed at this location.

Funds have been included in the budget for leasing this facility, but the Board needs to authorize entering into the lease agreement. The building is owned by the Covenant Missionary Baptist church.

Your Committee recommends that authorization be granted to enter into a lease agreement for one year with the Covenant Missionary Baptist Church for the property at 3815 West North Avenue, at a cost not to exceed $31,200.

* * * * *

(ITEM 11) The Secretary-Business Manager advised your Committee that:

At its meeting on June 24, 1992 (Proc., p. 127), the Board referred the following resolution, which was introduced by Director Lucey to the Finance and Facilities Committee:

WHEREAS, The Milwaukee Public Schools ("MPS") face increasing costs and limited revenue sources, making cost-cutting measures at all levels necessary; and

WHEREAS, MPS expenditures on court reporters' transcripts of meetings of the Milwaukee Board of School Directors ("the Board") and its committees, and of student expulsion hearings during the 1991-1992 school year far exceeded any recent year's expenditures in this area; and

WHEREAS, Many of the transcripts of Board, Committee, and Expulsion Panel hearings are ultimately either filed or discarded without being put to any use at all; and

WHEREAS, MPS can substantially reduce its expenditures on court reporters by having reporters make stenographic records of all Board, Committee and Expulsion Panel proceedings, but only ordering transcription of those records on an "as needed" basis; now, therefore, be it

RESOLVED, That the practice of routinely ordering transcription of the court reporters' verbatim notes of all Board, Committee and Expulsion Panel proceedings be terminated; and, be it

FURTHER RESOLVED, That hereafter only regular monthly Board and Committee meetings will be routinely transcribed, with all other proceedings to be transcribed only if specifically requested within a reasonable time after the meeting by any Board member, the Superintendent, the Secretary-Business Manager, any cabinet level appointee of the Superintendent or Secretary-Business Manager, or any staff member or student (or the representative of any staff member or student) who is the subject of any such proceeding.

In the area of expulsion hearings alone, significant savings could be realized, since a transcription would be necessary only if the decision were appealed or if one the the parties requested it. There were only four appeals in the 1991-1992 school year.

Your Committee reports that hearing was given to interested parties.

Your Committee recommends that the practice of routinely ordering transcription of the court reporters' verbatim notes of all Board, Committee and Expulsion Panel proceedings be terminated and that hereafter only regular monthly Board and Committee meetings will be routinely transcribed, with all other proceedings to be transcribed only if specifically requested within a reasonable time after the meeting by any Board member, the Superintendent, the Secretary-Business Manager, any cabinet level appointee of the Superintendent or Secretary-Business Manager, or any staff member or student (or the representative of any staff member or student) who is the subject of any such proceeding.

* * * * *

(ITEM 12) The Superintendent advised your committee that:

The Board of School Directors requested a quarterly informational report on professional services. The committee was issued, under separate cover, a report entitled Professional Services Reported to the Milwaukee Public Schools' Department of Financial Services, for the period April 1, 1992 through June 30, 1992. This report presents the department/school responsible for administering the contract, vendor, contract period, total contract amount and a description of services.

Your Committee recommends that the report be forwarded to Deloitte & Touche to be reviewed as part of the Deloitte Touche Board governance and operational study.

* * * * *

(ITEM 13) 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 August 13, 1992:

A. Monthly Discussion of Facilities Needs and Progress Report on the Capital Improvement Program.
B. Statement of Operating Revenues.
The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending June 30, 1992, 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	$541,632,538	$7,558,296	$549,190,834	$539,012,053	$10,178,781	98.1%
Categorically Aided	31,485,309	23,488,460	54,973,769	48,732,387	6,241,382	88.6%
School Nutrition	22,075,595	7,650	22,083,245	21,172,674	910,571	95.9%
Construction	8,863,368	9,525,303	18,388,671	18,214,160	174,511	99.1%
Extension	5,857,258	158,318	6,015,576	5,426,076	589,500	90.2%

C. Statement of Expenses.
The Secretary-Business Manager submitted the following Statement of Expenses as of June 30, 1992, 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	$541,632,538	$7,558,296	$549,190,834	$545,758,912	$3,431,922	99.4%
Categorically Aided	31,485,309	23,488,460	54,973,769	49,235,988	5,737,781	89.6%
School Nutrition	22,075,595	7,650	22,083,245	21,836,666	246,579	98.9%
Construction	8,863,368	9,525,303	18,388,671	17,106,546	1,282,125	93.0%
Extension	5,857,258	158,318	6,015,576	5,736,541	279,035	95.4%

(1) Represents 1990-1991 appropriations carried over to the 1991-1992 fiscal year and Board approved transfers during the 1991-1992 fiscal year.

(2) Encumbrances and expenditures included through June 30, 1992, and payrolls through June 19, 1992.

D. Expenditure Control Report.
E. Quarterly Report on Professional Service Contracts.

* * * * *

Separate consideration having been requested of Items 9B and 10, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

With respect to Item 9B, relating to the award of contracts to day care centers, Director Mallory moved concurrence in the Superintendent's recommendation.

Director Lucey disqualified himself from consideration of the item, since one of the parties is represented by his law firm.

Director Mallory disqualified herself from consideration of the item, since she is involved in United Way funding for three of the agencies.

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

Ayes—Directors Johnson, O'Connell, O'Neil, Sinicki and President Mitchell—5.

Noes—None.

Voting "present"—Director Small—1.

Abstaining—Directors Lucey and Mallory—2.

With respect to Item 10, relating to a lease agreement, Director Small moved concurrence in the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON LEGISLATION AND RULES

President Mitchell 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:

Your Committee reports having considered the following resolution introduced by Directors Mallory and Sinicki:

WHEREAS, on June 30, 1992, the Milwaukee Board of School Directors approved the budget for the 1992-93 school year; and

WHEREAS, this budget will drive MPS towards becoming a system of schools by allowing schools to exercise control over their own local budgets; and

WHEREAS, schools through the administration of their budgets will now be responsible to adhere to all Board approved rules and policies including but not limited to: K-12 curriculum guidelines, purchasing policies and procedures (including M/W/DBE policies), extra-curricular activities including transportation guidelines, curricular course offerings, purchasing adopted textbooks, and class size at the elementary, middle and high school levels; and

WHEREAS, the 1992-1993 budget reflects policy issues which effect the entire school community; therefore, be it

RESOLVED, and request to alter polices or rules be brought to the Board for approval; and be it

FURTHER RESOLVED, that these requests to alter policies or rules specifically address policy issues such as: K-12 curriculum guidelines, purchasing policies and procedures (including M/W/DBE policies), extra-curricular activities including transportation guidelines, curricular course offerings, report cards, school based management, parent group meetings, purchasing adopted textbooks, and class size at the elementary, middle and high school levels.

Your Committee recommends that current Board rules and policies and administrative practices be adhered to until such time as the Board approves overall changes to Board rules and policies and administrative practices on school-based budgeting and school-based management.

Separate consideration of the report having been requested, Director Mallory moved for adoption of the Committee's recommendation;

Director Lucey moved a substitute, that the item be referred back to Committee so that the administration could develop and present recommendations with respect to which 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.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Connell, O'Neil and President Mitchell—5.

Noes—Directors Mallory, Sinicki and Small—3.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented a student expulsion order from a Meeting of the Independent Hearing Panel of the Board of School Directors held on July 28, 1992

Director Lucey moved to accept the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Communication from David Wojzitczak requesting use of Fairview School for religious purposes.

Referred to the Committee on Finance and Facilities.

Communication from the Community Relations-Social Development Commission regarding billing advice for the third quarter.

Referred to the Committee on Finance and Facilities.

Communication from the Milwaukee City council of PTA/PTSAs requesting the use of the Administration Building for a fund-raising event.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 9:18 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 1:15 PM.

Present—Directors Bills, Johnson (1:25 PM.), Lucey (1:22 PM.), Mallory, O'Connell, O'Neil, Small and President Mitchell—8.

Absent and excused—Director Sinicki—1.

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

August 26, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 1:00 P.M., Monday, August 31, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and establishing performance evaluation criteria for the Superintendent and possibly taking action relative to the adoption of a performance evaluation instrument.

In order to consider and establish such performance evaluation criteria for the Superintendent, the Board may convene, pursuant to Section 19.85 (1)(c), Wisconsin Statutes, in executive session and may reconvene in open session for possible action on matters noticed.

RONALD J. VAVRIK
Interim Secretary-Business
Manager

Director O'Connell moved that the Board retire to executive session for the purpose of considering and establishing performance evaluation criteria for the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Small, and President Mitchell—6.

Noes—None.

Temporarily absent—Directors Lucey and Johnson—2.

The Board retired to executive session at 1:18 PM.

The Board reconvened in open session at 4:10 PM.

The Board adjourned at 4:17 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 9, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:43 PM.

Present—Directors Lucey (6:56 P.M.), Mallory, O'Connell, O'Neil, Sinicki, and Small—6.

Absent—Directors Bills, Johnson and President Mitchell—3.

Director Mallory moved that Director O'Connell serve as President Pro Tempore.

With unanimous consent, Director O'Connell assumed the chair.

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

August 26, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:30 P.M., Wednesday, September 9, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of evaluating consultant proposals to conduct a public information campaign for the Milwaukee Board of School Directors' proposed Facilities referendum and possibly taking action to award a service contract for such services. In order to enable the Board to fully evaluate such proposals in a manner which would not put the Board at a competitive disadvantage in negotiating a service contract with any firm making a proposal, the Board may convene in closed session, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, to consider any such proposal.

After conclusion of the closed session, the Board may reconvene in open session to act upon matters considered in closed session, including, but not limited to, authorizing the award of a service contract to a consultant firm.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of hearing, reviewing and discussing consultant proposals to conduct a public information campaign for the Milwaukee Board of School Directors proposed facilities referendum.

The motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Neil, Sinicki, Small and President Pro Tempore O'Connell—5.

Noes—None.

Temporarily absent—Director Lucey—1

The Board retired to executive session at 6:45 PM.

The Board reconvened in open session at 10:10 PM.

Director Lucey moved to authorize the administration to negotiate a contract with ZRM (Zeppos, Rennsik, Mueller, Inc.) to retain ZPM to assist the administration with the development of a public information campaign for the proposed facilities referendum at a cost not to exceed $200,000.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Neil, Sinicki, Small and President Pro Tempore O'Connell—6.

Noes—None.

The Board adjourned at 10:14 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 14, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:17 PM.

Present—Directors Bills, Mallory, O'Connell, O'Neil, and President Mitchell—5.

Absent and excused—Directors Johnson, Lucey, Sinicki and Small—4.

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

September 11, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, September 14, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

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

This meeting immediately precedes the September meeting of the Personnel and Negotiations Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell 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 Bills, Mallory, O'Connell, O'Neil, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 6:19 PM.

The Board adjourned from executive session at 7:17 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 23, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 7:20 PM.

Present—Directors Johnson, Lucey, Mallory, Sinicki, Small and Vice-President Bills—6.

Absent and excused—Directors O'Connell, O'Neil and President Mitchell—3.

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

September 17, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of Directors will be held at 7:00 PM on Wendesday, September 23, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing and discussing the 1992-2001 Facilities Master Plan.

RONALD J. VAVRIK
Interim Secretary-Business Manager

The Superintendent presented the Facilities Masater Plan 1992-2001 to the Board and responded to Board members' questions.

The Board adjourned at 9:03 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:09 PM.

Present - Directors Lucey, O'Connell, O'Neil, Sinicki, Small and President Mitchell—6.

Absent—Directors Bills, Johnson and Mallory—3.

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

September 25, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, on Monday, September 28, 1992, 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 may retire to executive session to deliberate the matter and may reconvene in open session for possible action on matters considered in executive session under Section 19.85 (1)(e), Wisconsin Statutes.

RONALD J. VAVRIK
Interim Secretary-Business Manager

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 Lucey, O'Neil, Sinicki, Small and President Mitchell—5.

Noes—None.

Temporarily absent—Director O'Connell—1.

The Board convened in executive session at 7:11 PM.

The Board adjourned from executive session at 8:24 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 1992

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

Present—Directors Bills, Johnson, O'Connell, , Small and President Mitchell—5.

Absent and excused—Directors Lucey, Mallory, O'Neil and Sinicki—4.

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

September 23, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:30 PM, Wednesday, September 30, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies to be used in negotiations for a successor agreement to the 1987 Settlement Agreement in Board of School Directors v. Thompson and possibly taking action relative to proposed changes to that 1987 Settlement Agreement.

The Board, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting and may reconven 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 to be used in negotiations for a successor agreement to the 1987 Settlement Agreement in Board of School Directors v. Thompson.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, , Small and President Mitchell—4.

Noes—None.

Voting "present"—Director Johnson—1.

The Board convened in executive session at 6:42 PM.

The Board adjourned from executive session at 7:22 PM.

ROBERT J. LAWRENCE

Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:05 PM.

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

Absent and excused—Director O'Neil—1.

SPECIAL ORDER OF BUSINESS

Director Small moved to suspend the rules in order to take up the following resolution. The motion prevailed, the vote being as follows:

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

Noes—None.

By Director Johnson:

WHEREAS, Research has shown that strong family values are essential to success both academically and socially; and

WHEREAS, the Hodgson family is committed to strong family values; and

WHEREAS, the Hodgson family is one which trains its youth to be sensitive, objective, caring, spiritual and tolerant of diversity;

WHEREAS, the Hodgson family values every child in the community; and

WHEREAS, Monique Hodgson was a bright, bubbly, free-spirited, loving child who embodied the family's values; and

WHEREAS, Monique touched the lives of many with her joy and managed to unite many more in her death; now therefore, be it

RESOLVED, That the Board of School Directors extend its deep condolences to the family of Monique Hodgson upon its loss; and be it

FURTHER RESOLVED, That the Board of School Directors express its support for the family, and for the values it stands for, in these difficult times.

The resolution was adopted by unanimous consent.

APPROVAL OF MINUTES

The minutes of the regular August 26, 1992 Board meeting were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

The Interim Secretary-Business Manager presented three communications:

(Item 1)

September 30, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Over the past few months, the Board, pursuant to Section 19.85 (1) (e), Wisconsin Statutes, has convened in executive session for the purpose of establishing performance evaluation criteria for the superintendent. These efforts culminated with the development of a job description and performance evaluation instrument for the superintendent position. The City Attorney has reviewed these documents. A copy of the City Attorney's opinion was forwarded to the Board under separate cover. Changes recommended by the City Attorney have been incorporated into the documents.

It is recommended that the Board adopted the superintendent job description and the superintendent performance evaluation instrument.

Respectfully submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mallory moved that the Board adopt the superintendent job description and the superintendent performance evaluation instrument.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2)

September 30, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim For Damages against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors and Mr. Daniel Donder, Principal of Sholes Middle School, filed by Lynn M. Zuehlsdorf-Mack, attorney, on behalf of Darryl Ward, a minor and his father David Ward, for injuries allegedly sustained by Darryl Ward at the Sholes Middle School on February 7, 1990.

Claim is made in the sum of $250,000.

The CNA Insurance Company which was carrier of the Board's general comprehensive liability insurance at the time of the alleged injuries has requested that the Board disallow this claim.

I, therefore, 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, it they so desire.

Respectfully submitted,

RONALD VAVRIK

Interim Secretary-Business Manager

(above-mentioned document attached)

On the motion of Director Small, the claim was disallowed, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

(Item 3)

September 30, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised it is necessary for the Board to appoint a member of the Board to serve as its representsative on the Board of Commissioners of the Social Development Commission.

It is recommended that the Board nominate and appoint a Board member as the Board's representative on the Board of Commissioners of the Social Development Commission.

Respectfully submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mallory nominated Director Small to serve on the Board of Commissioners.

Director Small was appointed, the vote being the same as that preceding:

Ayes—8; Noes—0.

SUPERINTENDENT'S COMMUNICATIONS

The Superintendent presented two communications:

(Item 1)

September 30, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Wanda J. Bussey, a mathematics teacher at Rufus King High School, has been selected as one of the recipients of the Edyth May Sliffe Award for Distinguished High School Mathematics Teaching by the Mathematical Association of America. Ms. Bussey is one of twenty-eight teachers selected from all the high schools in the United States and Canada for this international recognition.

As an award winner, Ms. Bussey receives $300, a letter of recognition and a certificate from the MAA, and a one-year membership in the MAA, the more than 30,000 member organization concerned with various aspects of mathematics education at the college level.

The Edyth May Sliffe award program is designed to recognize and reward outstanding teachers for their efforts in the development of mathematical talents of high school students. Nomination for this award were made by the three highest scoring students of the sixty highest scoring teams on the annual American High School Mathematics Examination.

Dr. Douglas Harris of Marquette University will present the award to Ms. Bussey this evening on behalf of the Mathematical Association of America.

I know the members of the Board join me in expressing congratulations to Ms. Bussey.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on file.

(Item 2)

September 30, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

At the September 17, 1992, meeting of the Finance and Facilities Committee it was recommended that the Board approve the award of a contract for the 1992-1993 School Year to Exito Education Center, Inc. to provide an alternative school program for 60 MPS students needing alternative education services at a cost not to exceed $222,680. The Committee directed the administration to report to the Board at the September Board meeting, the existing policy, any staff interpretation, and the city attorney's opinion with respect to Board policy and the 501(c)(3) status of Exito Education Center, Inc.

Upon examination of current Board policy, Wisconsin Department of Public Instruction(DPI) policy and discussions with Ms. Susan Bickert, Assistant City Attorney, the following information was determined:

- According to Board policy, an organization that contracts with MPS to provide educational programs for at-risk children must: a.) be a non-profit entity for a minimum of three (3) years and have Wisconsin Articles of Incorporation as a non-profit organization or 501(c)(3) status; and b.) have been in operation for three (3) years.

- According to the interpretation of the Wisconsin Department of Public Instruction, Wisconsin Statute 118.153 requires that an agency under contract to operate alternative education programs for at-risk children be a private, non-profit, non-sectarian agency located in the school district. Non-profit status, according to DPI, is demonstrated by possession of 501 (c)(3) tax exemption status or Wisconsin Articles of Incorporation as a non-profit organization.

Exito Education Center, Inc. was granted Articles of Incorporation as a non-profit organization by the State of Wisconsin on March 31, 1992. This satisfies DPI requirements and the Board policy relative to incorporation or 501(c)(3) status. This, however, does not satisfy the Board requirement of three (3) years of experience as a non-profit entity.

Exito Education Center, Inc. has been in operation since September 27, 1992. Mr. Adrian Hipp, Executive Director of Exito Education Center, Inc. has more than 12 years experience working with community based alternative education programs for at-risk students. The organization does not satisfy the Board requirement of three (3) years of experience even though the executive director has extensive experience.

Therefore, Exito Education Center, Inc. meets DPI standards to operate an alternative program but would need Board approval to waive the standards requiring three (3) years of significant operational experience and three (3) years of incorporation as a non-profit entity.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of August 5 through August 28, 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. 2400 to 4309, inclusive

Payrolls (net of withholdings)	$3,901,255.70	
Accounts	$13,092,634.97	
		$16,993,890.67

CONSTRUCTION FUND

Accounts, Voucher Nos. 97 to 184, inclusive

Accounts	$1,349,564.80

EXTENSION FUND

Payrolls and Accounts, Voucher Nos.158 to 256, inclusive

Payrolls (net of withholdings)	$339,269.38	
Accounts	$287,981.75	
		$627,251.13

TOTAL $18,970,706.60

JOYCE MALLORY
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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:

September 30, 1992

(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 the Secretary-Business Manager presented a joint report to your Committee. Your Committee recommends that these appointments, promotions, returns from leave, and changes in status be, and they hereby are, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Kevin AlstonSchool Safety Aide School Safety	08-19-92 $7.45/hr.($10,966.40/yr.) (New position)	
Jake Beason School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-26-92
Benjamin Duke School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Marlene Erickson Townsend	Clerk Typist I $12,551.33/yr. (Replacement for retirement)	08-19-92
Thomas Hanyard School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Barry Jones School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Kathleen Linzmeyer Ex. Ed. & Supp. Services	Nurse Coordinator/Supervisor $40,000.00/yr. (New position)	09-01-92
Dennis McLaughlin School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Gregg Miliacca North Division	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-24-92
Yavanda Norton School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92

APPOINTMENTS, continued

Susan O'Shea Curriculum & Instruction	School Secretary I $20,118.28/yr. (Replacement for retirement)	08-24-92
Tracy Perry School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Dion Pottinger School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
William Queary School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Angel Sanchez School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	09-08-92
Tanya Seals School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Tina St. Charles Grant	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-24-92
Elizabeth Titus Sholes	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-24-92
Susanne Walker School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92
Gregory Wingo School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-19-92

PROMOTIONS

Victoria Badzinski Auer	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.)	08-24-92
Kelly Beauparland Allen-Field $7.14/hr.($10,909.92/yr.)	Food Service Manager Trainee	08-24-92
Patricia Burns 38th	Food Service Manager I $11,806.56/yr.	08-24-92

PROMOTIONS, continued

Name and Assignment	Position and Salary	Date
Carl Czajka Fac. & Main. Services	Plumbing Chargeman $20.83/hr.($41,660.00/yr.)	07-27-92
Carla Eckert Lincoln Middle	Food Service Manager I $11,806.56/yr.	08-24-92
Nestor Figueroa School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Darlene Garms 55th	Food Service Manager II $13,829.46/yr.	08-24-92
Bruno Gawinek Fac. & Main. Services	School Engineer I $25,360.40/yr.	08-17-92
Thomas Graczyk Garfield	Food Service Manager II $12,877.43/yr.	08-24-92
Jacqueline Grinker Tippecanoe $11,806.56/yr.	Food Service Manager I	08-24-92
Lori Hunt MHSA	Food Service Manager Trainee $7.36/hr.($11,246.00/yr.)	08-24-92
Lynn Jazwiecki Keefe	Food Service Manager Trainee $7.57/hr. ($11,566.96/yr.)	08-24-92
James Klasinski Roosevelt	Food Service Manager III $13,857.05/yr.	08-24-92
Judith Kuhlmann School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Paulette Litkowski Grand	School Secretary II $22,809.80/yr.	08-06-92
Karen Lorbeske Starms	Food Service Manager I $11,806.56/yr.	08-24-92
Althea Matlock 82nd	Food Service Manager II $12,666.91/yr.	08-24-92
Elizabeth McMurry Palmer	Food Service Manager II $12,666.91/yr.	08-24-92
Paul Mecikalski Lloyd	School Engineer II $27,646.32/yr.	08-31-92

PROMOTIONS, continued

Name and Assignment	Position and Salary	Date
Angela Miller Bruce	Food Service Manager III $13,553.78/yr.	08-24-92
Harold Moore School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Jeffrey Parkansky Roosevelt	School Engineer III $33,673.90/yr.	08-03-92
David Rice MHSA	Food Service Manager III $16,209.53/yr.	08-24-92
Dale Schaff School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Mabel Schopp Kilbourn	Food Service Manager II $15,553.34/yr.	08-24-92
Advenice Sisk School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Felicia Smith Hampton	Food Service Manager III $15,852.79/yr.	08-24-92
Gary Staten School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Linda Taper Goodrich	Food Service Manager I $11,806.56/yr.	08-24-92
Jennifer Tucker Pleasant View	Food Service Manager I $11,806.56/yr.	08-24-92
Derrick Washington School Safety	School Safety Supervisor $22,481.00/yr.	08-18-92
Karen Wilhelm Milwaukee Tech.	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.)	08-24-92

RETURNS FROM LEAVE

Christine LeClaire Alt. & Voc. Education	School Secretary I $21,516.19/yr.	08-10-92
Cheryl Olsen Hartford	School Secretary I $17,886.00/yr.	08-19-92

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Linda Anderson Milw. Tech.	Food Service Manager IV $17,106.38/yr.	08-24-92
Antonio Avery School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Robert Basina Fac. & Main. Services	Building Service Helper II $29,245.84/yr.	08-03-92
James Bejma Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Dale Chapman Grand	Food Service Manager III $15,642.26/yr.	08-24-92
Luis Cortes Boiler Attendant Fac. & Main. Services	08-03-92 $26,183.30/yr.	
John Donahue Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Linda Drickhammer Milw. Education Ctr.	Food Service Manager III $17,496.45/yr.	08-24-92
Larry Fenceroy School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Donald Fischer Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Paula Forest Hawthorne	Clerk Typist I $12,551.33/yr.	08-19-92
Martin Gilbert Fac. & Main. Services	Office Equipment Technician $37,525.80/yr.	08-10-92
William Green Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Paul Harmon School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Larry Harris School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Katie Hathaway King	Food Service Manager IV $18,675.98/yr.	08-24-92

CHANGES IN STATUS, continued

Name and Assignment	Position and Salary	Date
Kimberly Haynes Student Services	Clerk Typist I $15,678.35/yr.	08-07-92
Angela Henderson Holmes/Wheatley	Clerk Typist I $12,551.33/yr.	08-19-92
William Jackson Burnett Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Phillip Johnsen Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Louise Johnson Silver Spring	Food Service Manager I $12,666.91/yr.	08-24-92
James Kizewski Fac. & Main. Services	Boiler Attendant $26,183.30/yr.	08-03-92
Richard Lacy Fulton	Food Service Manager II $13,261.98/yr.	08-24-92
Calvin Leland School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Douglas Lewis Fac. & Main. Services	Boiler Attendant $26,183.30/yr.	08-03-92
Valerie Manuel School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Robert Matusinec Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Janet Mays Marshall	School Secretary I $17,874.67/yr.	08-03-92
Rosemary Miller Cooper	Food Service Manager I $12,877.64/yr.	08-24-92
Patricia Mueller Wisconsin Avenue	Food Service Manager III $17,714.19/yr.	08-24-92
Lina Parr Superintendent's Office	School Secretary III $25,727.78/yr.	09-14-92
Ronald Patten School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92

CHANGES IN STATUS, continued

Name and Assignment	Position and Salary	Date
Scott Ramskugler Fac. & Main. Services	Boiler Attendant $30,899.96/yr.	08-03-92
Howard Rauscher Fac. & Main. Services	Boiler Attendant $26,183.30/yr.	08-03-92
Gerald Rubusch Fac. & Main. Services	Boiler Attendant $26,183.30/yr.	08-03-92
Patrick Russavage Fac. & Main. Services	Boiler Attendant $26,183.30/yr.	08-03-92
Patricia Sanders Alcott	Food Service Manager I $15,621.25/yr.	08-24-92
Terry Spears School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Renee St. Pierre Alt. & Voc. Education	School Secretary I $30,101.76/yr.	08-10-92
Mary Stapenek Trowbridge $12,551.33/yr.	Clerk Typist I	08-19-92
Kathryn Tetzlaff LaFollette	Food Service Manager III $17,445.73/yr.	08-24-92
Dorothy Thompson Thurston Woods	Food Service Manager I $15,621.25/yr.	08-24-92
Laura VonEiff Human Resource Services	School Secretary I $18,240.44/yr.	09-01-92
Richard Walczak Fac. & Main. Services	Boiler Attendant $30,899.96/yr.	08-03-92
Dwight Walker School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Rudolph Williams School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-19-92
Ranae Winiarski Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92
Elbert Wright, Jr. Fac. & Main. Services	Building Service Helper II $30,899.96/yr.	08-03-92

(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:

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between May 29, 1992, and June 10, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Michael Bartholomew Business Ed	B	26,580	3	06-01-92
(r)	Brenda F. Beckley Upper Elementary	B	24,268	1	06-01-92
(r)(a)	Marie O. Davis Social Studies	B	32,356	8.4	06-01-92
	Effective September, 1992, payroll:				
(nr)	Catherine M. Acton L.D.	B	24,268	1	08-26-92
(r)	Marilyn J. Allen L.D.	B	23,113	0	08-26-92
(r)	Hugh B. Allison Music	C	33,953	6	08-26-92
(nr)	Karl A. Allmon Music	B	28,891	5	08-26-92
(r)	Rebecca Ayala BL Elementary	B	23,113	0	08-26-92
(r)	Francisco J. Benitez BL Elementary	B	23,113	0	08-26-92
(r)	Jose G. Bernal BL Elementary	B	23,113	0	08-26-92
(r)	Beckett R. Berning Art	B	23,113	0	08-26-92
(r)	Colleen M. Best Elementary	B	23,113	0	08-26-92
(r)	Ann G. Birschbach Elementary	B	23,113	0	08-26-92
(r)	Alma J. Bond E.D.	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Catherine A. Brikowski Elementary	B	23,113	0	08-26-92
(r)	Marla D. Bronaugh BL Upper Elementary	B	23,113	0	08-26-92
(nr)	Joyce A. Burrows Music	B	23,113	0	08-26-92
(r)	Michelle A. Butler L.D.	B	23,113	0	08-26-92
(r)	Brenda L. Carlton Elementary	B	23,113	0	08-26-92
(r)	Thomas J. Carroll Cognitive Disability	B	25,424	2	08-26-92
(nr)(a)	Marianne A. Case BL Elementary	B	26,580	3	08-26-92
(nr)	Michael A. Cayton Elementary	B	23,113	0	08-26-92
(r)	Mara L. Cerasoli EC:EEN	B	23,113	0	08-26-92
(r)	Dorothy J. Cigale E.D.	B	23,113	0	08-26-92
(nr)	Amy L. Correll Music	B	26,580	3	08-26-92
(nr)	Kierstin M. Cottrell Elementary	B	23,113	0	08-26-92
(r)	LaVonne E. Crowe Indian History	A	25,251	3	08-26-92
(r)	Thomas C. Diener E.D.	B	23,113	0	08-26-92
(nr)	Cynthia E. Dixon Upper Elementary	B	23,113	0	08-26-92
(nr)	Monica E. Downs E.D.	B	23,113	0	08-26-92
(nr)	Annette M. Duske Elementary	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(nr)	Cynthia M. Eldien L.D.	B	23,113	0	08-26-92
(r)	Debra D. Evans Elementary	B	23,113	0	08-26-92
(r)	Annette I. Ferosie Elementary	B	23,113	0	08-26-92
(nr)	Scott D. Fields Upper Elementary	B	23,113	0	08-26-92
(nr)	Kathryn A. Frankiewicz Upper Elementary	B	23,113	0	08-26-92
(r)	MaryEllen E. Freundl Speech Pathologist	B	23,113	0	08-26-92
(nr)	Heidi L. Fritz EC:EEN	B	23,113	0	08-26-92
(nr)	Pamela K. Furst Elementary	B	26,580	3	08-26-92
(nr)	David A. Gass Art	B	23,113	0	08-26-92
(r)	April M. George E.D.	B	23,113	0	08-26-92
(r)	Sherri L. Goll Elementary	B	23,113	0	08-26-92
(nr)	Elizabeth M. Gomez BL Elementary	B	23,113	0	08-26-92
(nr)	Diane M. Harris Upper Elementary	B	23,113	0	08-26-92
(nr)	Anne Marie Haske EC:EEN	B	23,113	0	08-26-92
(r)	Marilyn R. Hennen E.D.	B	23,113	0	08-26-92
(nr)	Louis J. Hernandez Upper Elementary	B	23,113	0	08-26-92
(r)(a)	Julie A. Heyrman Elementary	BB	27,909	3	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
nr)	Kathryn M. Hietpas Elementary	B	23,113	0	08-26-92
(r)	Nancy S. Hill Elementary	B	23,113	0	08-26-92
(r)	Princess A. Hill-Riley Cognitive Disability	B	23,113	0	08-26-92
(nr)	Julie A. Hodges BL Upper Elementary	B	23,113	0	08-26-92
(nr)	Willie G. Howell Physical Education	B	23,113	0	08-26-92
(nr)	Sonia K. Jackson Art	B	23,113	0	08-26-92
(nr)	Carolyn D. Jackson Elementary	B	23,113	0	08-26-92
(nr)	Christine M. Jaskie Elementary	B	23,113	0	08-26-92
(nr)	Barbara A. Jenn Elementary	B	24,268	1	08-26-92
(nr)	Karin Johnson L.D.	B	23,113	0	08-26-92
(r)(b)	Linda L. Johnson Upper Elementary	BB	33,976	10.5	08-26-92
(r)	Anne M. Kalman Elementary	B	23,113	0	08-26-92
(r)	Mark A. Kaminski Upper Elementary	B	24,268	1	08-26-92
(r)	Jethra J. Kapp BL Kindergarten	B	23,113	0	08-26-92
(nr)	Paula J. Kelly Elementary	B	23,113	0	08-26-92
(r)	Mary J. Knapp Elementary	B	23,113	0	08-26-92
(r)	Nancy A. Kobussen Elementary	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
r)	Kelly S. Koenig Elementary	B	23,113	0	08-26-92
(r)	Paul A. Kresse Physical Education	B	23,113	0	08-26-92
(nr)	Ronald P. Kuehne French	B	23,113	0	08-26-92
(r)(a)	Reginald L. Lawrence II Upper Elementary	B	24,268	1	08-26-92
(r)(b)	Ann K. Lindquist EC:EEN	B	30,044	6.2	08-26-92
(r)	Zamerian H. Liston E.D.	B	23,113	0	08-26-92
(nr)	Jeanne Ludwig Speech Pathologist	C	26,117	0	08-26-92
(r)	Beth M. Lutzke Upper Elementary	B	23,113	0	08-26-92
(nr)	John D. Macho Upper Elementary	B	24,268	1	08-26-92
(nr)	Susan M. Mahan Elementary	B	23,113	0	08-26-92
(r)(a)	June R. Mamon Speech Pathologist	C	35,259	8.5	08-26-92
(nr)	Terri D. Marschner Elementary	B	23,113	0	08-26-92
(nr)	Debra J. Masson Elementary	B	23,113	0	08-26-92
(r)	Jason E. McCord Physical Education	B	23,113	0	08-26-92
(nr)	Elnore M. McKinley Elementary	B	23,113	0	08-26-92
(nr)	Kimberly L. Mikec EC:EEN	B	23,113	0	08-26-92
(r)	Rhonda L. Miller Cognitive Disability	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Barbara R. Misner Reading	C	26,117	0	08-26-92
(r)(b)	Lynn B. Molenda Art	C	36,564	8	08-26-92
(nr)	Michelle L. Mueller Music	B	23,113	0	08-26-92
(nr)	Lori A. Neubauer Elementary	B	23,113	0	08-26-92
(r)	Ellyn E. Newman Upper Elementary	B	23,113	0	08-26-92
(r)	AnnMarie L. Nicholas Elementary	B	23,113	0	08-26-92
(r)	Manuela Orosco BL Elementary	B	23,113	0	08-26-92
(r)	Nannette Ortiz BL/Spanish	C	26,117	0	08-26-92
(nr)	Diane M. Otto Elementary	B	23,113	0	08-26-92
(r)(b)	Kathleen A. Otto Elementary	C	43,799	15.5	08-26-92
(r)	Timothy E. Petri L.D.	B	23,113	0	08-26-92
(nr)	Debra R. Petroviak Elementary	B	23,113	0	08-26-92
(nr)	Jay M. Phebus Cognitive Disability	C	27,423	1	08-26-92
(r)	DeeAnn V. Ragaisis Upper Elementary	B	23,113	0	08-26-92
(r)	Rae A. Rhode Upper Elementary	B	23,113	0	08-26-92
(nr)	Angela J. Rick Elementary	B	23,113	0	08-26-92
(r)	Sheryl L. Rick Elementary	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Evangelista Rivas BL Elementary	B	30,044	6	08-26-92
(r)	Elsie Rivera BL Elementary	B	23,113	0	08-26-92
(r)	Christina L. Robers Elementary	B	23,113	0	08-26-92
(nr)	Marc F. Russo Physical Education	BB	24,268	0	08-26-92
(nr)	John A. Sanchez BL Elementary	BB	32,762	7	08-26-92
(nr)	Victoria L. Sanchez L.D.	B	30,044	6	08-26-92
(r)	Maria L. Santiago BL Elementary	B	23,113	0	08-26-92
(nr)	Laura M. Sauvageau Elementary	B	23,113	0	08-26-92
(nr)	Michele M. Schmidt Speech Pathologist	B	23,113	0	08-26-92
(r)	Kevin L. Schroeter Art	B	25,424	2	08-26-92
(r)	Lynda J. Sliwinski Elementary	B	23,113	0	08-26-92
(nr)	Richard A. Stauber Elementary	B	23,113	0	08-26-92
(nr)	Timothy J. Stritesky Elementary	B	23,113	0	08-26-92
(r)	C. Michael Tedesco History	BB	26,695	2	08-26-92
(nr)	Mary E. Thienes Elementary	B	23,113	0	08-26-92
(r)	Fiona M. Turkseven Art	B	23,113	0	08-26-92
(r)	Alba N. Vega BL Elementary	B	23,113	0	08-26-92

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
(r)	Margaret S. VillaFuentes Art	B	24,268	1	08-26-92
(r)	Gerianne R. Volkert Elementary	B	31,200	7	08-26-92
(r)	Elizabeth J. Wallrath Elementary	B	23,113	0	08-26-92
(nr)	Byron L. Washington French/Spanish	B	23,113	0	08-26-92
(nr)	Adrienne L. Watts Upper Elementary	B	23,113	0	08-26-92
(r)	S. Jenell Wegerer Elementary	B	23,113	0	08-26-92
(r)	Gary R. Weiler Art	B	23,113	0	08-26-92
(nr)(b)	Kimberly J. Whiteaker Upper Elementary	BB	31,549	6.7	08-26-92
(r)	Kristine E. Wied BL Elementary	B	23,113	0	08-26-92
(r)	Laura J. Wiencek Elementary	B	23,113	0	08-26-92
(nr)	Lynn E. Williams Elementary	B	23,113	0	08-26-92
(r)	Amy J. Yenter-Chavez BL Elementary	B	23,113	0	08-26-92
(r)(b)	Sandra A. Zahn Art	BB	32,762	9.2	08-26-92
(nr)	Peter J. Zenobi Physical Education	B	23,113	0	08-26-92
(r)	Janet R. Zwolinski E.D.	B	23,113	0	08-26-92

	Schedule 02 - School Social Worker	Salary	Credit	Years of Experience	Start Date
	Effective September, 1992, payroll:				
(r)	Gene W. Campbell		32,844	0	08-19-92
(r)	Raksha D. Chand		32,844	0	08-19-92
(nr)	Susan M. Cole		32,844	0	08-19-92
(nr)	Janie Jones		32,844	0	08-19-92
(r)	James A. Lloyd		32,844	0	08-19-92
(r)	Eric R. Moerchen		32,844	0	08-19-92
(r)	Yolanda M. Nabors		32,844	0	08-19-92
(nr)	Linda A. Schmeling		34,446	1	08-19-92
(r)	Marjorie A. Shadd		32,844	0	08-19-92
(r)	Cherie Sims		32,844	0	08-19-92
	Schedule 05 - School Psychologist				
	Effective September, 1992, payroll:				
(r)	Cecelia M. Adams		31,345	0	08-20-92
(nr)	Joann D. Cochran		31,345	0	08-20-92
(nr)	Timothy J. Fosshage		31,345	0	08-20-92
(nr)	Anne K. Graves		31,345	0	08-20-92
(nr)	Kim M. Gruenewald		31,345	0	08-20-92
(nr)	Linda C. Jessie-Jones		32,710	1	08-20-92
(nr)	Lynn R. McCormack		31,345	0	08-20-92

	Schedule 02 - School Psychologist	Salary	Credit	Years of Experience	Start Date
	Effective September, 1992, payroll:				
(r)	Kristy A. Pralle		31,345	0	08-20-92
(nr)	Teresa A. Redmond		31,345	0	08-20-92
(r)	Jennifer A. Snedic		31,345	0	08-20-92

(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 promoted to the classifications indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Sara Marquez Allen-Field Elementary School	Assistant Principal	Schedule III, Range 10D $38,390
(nr)	Anthony Pedriana	Assistant Principal Lincoln Avenue Elementary School	Schedule III, Range 10D $53,529
(r)	Kenneth Wald	Assistant Principal Thirty-eighth Street Elementary School	Schedule III, Range 10D $47,042

r - Resident
nr - Non-resident

* * * * *

(ITEM 4) Your Commitee recommends that the following leaves of absence be, and they hereby are granted as follows:

LEAVES OF ABSENCE

Maternity Leave, to January, 1993:

Meg Gregorcich	French Immersion	August 26, 1992
Sharon Hettrick	Clement	August 26, 1992
Kaye Hunt	Engleburg	August 26, 1992
Mary Kay Waldman	Wisconsin Avenue	August 26, 1992

Maternity Leave, to June, 1993:

Jean Gorectke	21st Street	August 26, 1992
Pat Kitscha	Congress	August 26, 1992
Jane Konkel	Day to Day	August 26, 1992
Kari McDonnell	Whitman	August 26, 1992
Susan Noelck	67th Street	August 26, 1992

Personal Leave, to January 1993:

Anna Grosgalvis	On Sabbatical	August 26, 1992
Joyce Roberts	Custer	August 26, 1992
Margaret Rodriguez	Psych Services	August 26, 1992

Personal Leave, to June, 1993:

Larry Baker	Hopkins	August 26, 1992
Suzanne Carroll	On Sabbatical	August 26, 1992
Kerry Frederick	EE & SS Center	August 26, 1992
Sally Hanneken	Muir	August 26, 1992
Hildur Hilmarsdottir	Burdick	August 26, 1992
Marilyn Killian	Bilingual Education	August 26, 1992
Cora Kramer	Cooper	August 26, 1992
Janice Makurat	Mitchell	August 26, 1992
Phyllis Ollie	Ex Ed	August 26, 1992
Heidimarie Reitzenstein	Mitchell	August 26, 1992
Catherine Rotello	Granville	August 26, 1992
Cynthia Roth	Fritsche	August 26, 1992
Grace Sorbjan	King Elementary	August 26, 1992
Daniel Stanzel	Robinson	August 26, 1992
Marciane Stanzel	Robinson	August 26, 1992
Debra Toporek	Wheatley	August 26, 1992
Nicki Usinger	Walker	August 26, 1992
Diane VonDerhei	MHSA	August 26, 1992
Rosemarie Von Rueden	Clemens	August 26, 1992

Personal Leave, to June 1994:

Michelle Bosch-Springsteen	Burdick	August 26, 1992

Sabbatical Leave, to January, 1993:

Therese Meurer	Lincoln	August 26, 1992

Study Leave, to June, 1993:

Melissa Schneider	Dover	August 26, 1992
Ben Vogel	Custer	August 26, 1992

Extension of Leave for Illness, to January, 1993:

Catherine Fusi	On Leave	August 26, 1992
Judith Simontisch	On Leave	August 26, 1992
Lillie Wright	On Leave	August 26, 1992
Roy Yopps	On Leave	August 26, 1992
Charlene Zaleski	On Leave	August 26, 1992

Extension of Leave for Maternity, to January, 1993:

Laurie Laz	On Leave	August 26, 1992

Extension of Leave for Maternity, to June, 1993:

Susan Sernoe-Plotkin	On Leave	August 26, 1992

Extension of Leave for Personal, to June, 1993:

Robert Anderson	On Leave	August 26, 1992
Donald Ernest	On Leave	August 26, 1992
Sid Hatch	On Leave	August 26, 1992
Luann McKinney	On Leave	August 26, 1992
Patrick O'Mahar	On Leave	August 26, 1992
Jeannine Phillips	On Leave	August 26, 1992

The Superintendent advised your Committee of the leave curtailments and leave rescindings as follows:

CURTAILMENT OF LEAVE:

Cynthia Dill —Was granted a Study leave from August 26, 1992 to June, 1993. Curtailed as of August 26, 1992.

RESCINDING OF LEAVE:

Jerome Holzbauer —Was granted a Sabbatical from Washington for the 1992-1993 school year. Curtailed as of August 26, 1992.

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(ITEM 5) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Renee C. Baltzley	EESS Center	08-20-92
Christopher A. Bamberg	Burroughs	08-03-92
Kristina L. Barr	Bell	07-28-92
Doris M. Beaudry	EESS Center	08-06-92
Cindy L. Bergland	Happy Hill	07-17-92
Cynthia M. Bias	38th Street	07-28-92
Gregory D. Bisbee	Riverside	07-01-92
Sharon J. Black	Hi-Mount	08-15-92
Theresa A. Brunson	On Leave	08-21-92
Prudence K. Cantlon	On Leave	08-24-92
Joan Casey	On Leave	07-20-92
Thomas F. Cavanaugh	Grand Ave.	08-21-92
Bethany Charles	Fritsche	08-10-92
Molli H. Chesrown	Grantosa	08-15-92
Barbara L. Church	Sholes	06-15-92
Isabel Coriano	On Leave	08-25-92
Marilyn S. Cowser	Roosevelt	08-25-92
Margaret Z. Culver	EESS Center	07-27-92
Beth Davids	Trowbridge	08-24-92
Colleen M. Davidson	Wright	08-11-92
Anne C. Davis	On Leave	07-06-92
Tracy L. Day	Keefe	08-20-92
Marilyn R. Dean	EESS Center	08-18-92
Peter D. Dennee	Grand Ave.	07-22-92
Lizabeth S. Diekema	Brown	08-18-92
Terrance J. Dimoff	Hamilton	06-15-92
Kim M. Dombrowski	Pierce	08-25-92
James L. Doucette	Vincent	08-17-92
Barbara J. DuCharme	Audubon	08-14-92
Cheryl K. Dummer	Hi-Mount	07-22-92
Ellen J. Egan	Siefert	08-20-92
Kathryn A. Egan	Sarah Scott	08-23-92
David V. Elijah Jr.	On Leave	08-31-92
Mary Ann Erdtmann	Day-to-Day	08-04-92
Sue A. Ernst	Kluge	08-14-92
Joel G. Eul	Vincent	08-07-92
Trudy L. Ferguson	Wright	06-15-92
Emily R. Fernandez	SEESS Center	07-27-92
Jean Ann Fico	Vieau	07-27-92
Patricia Foley	Gaenslen	08-01-92
Pamela H. Frautschi	Lincoln Middle	08-25-92
Christine M. French	Vieau	07-08-92
Amy J. Gigure	Hartford	07-24-92
Jennifer L. Glueckert	31st Street	08-08-92
Arthur L. Gosselin	Alt. & Voc.Ed.	07-31-92
Jacqueline Gutierrez-Knoebel	Holmes	08-18-92
Thomas W. Hage	Grantosa	07-28-92
Holly A. Hankwitz	37th Street	08-22-92
Tanya E. Harris	Garfield	08-03-92

RESIGNATIONS (cont'd.)

Karen Heger	Day-to-Day	08-14-92
Karen A. Hegge	LaFollette	08-21-92
Susan J. Hester	EESS Center	07-24-92
Susan M. Inkmann	53rd Street	08-25-92
Carmen M. Jackson	Engleburg	07-14-92
Laura J. Jackson	Riley	07-30-92
Elterine Jankowski-Biggers	Carleton	08-24-92
Geralyn Jaszewski-Leannah	Grant	08-13-92
Patrice K. Jensen	Garfield	07-21-92
Robert J. Jensen	Hayes	07-21-92
Bonnie L. Jonet	Walker	07-22-92
Mary L. Kadera	Sarah Scott	08-07-92
Lionel P. Kimmel	Custer	07-22-92
Dennis W. King	Story	08-01-92
Michaelene K. Krombach	On Leave	06-15-92
Genevera A. Labisch	Riverside	07-24-92
Lee Anna Lanier	88th Street	06-15-92
Audrey F. Lasse	Longfellow	08-24-92
Jane Leahy	On Leave	08-18-92
Michael Leannah	On Leave	07-22-92
Michelle L. Liebzeit	On Leave	07-28-92
Nina Machi	On Leave	08-25-92
Dennis J. Mahony	South Div.	08-17-92
Jody L. Makowski	Lee	08-10-92
Mary J. McCabe	On Leave	07-31-92
Abby J. McGurty	Parkman	08-21-92
Yvonne McGilvary	Hopkins	08-05-92
Alan D. Metcalfe	27th Street	07-20-92
Ruth E. Metcalfe	Irving	07-22-92
Peter J. Michaud	Cooper	07-13-92
Jean K. Miller	Greenfield	06-30-92
Linda C. Miller	Bell	07-27-92
Jodi Moran	Edison	08-19-92
Sheila M. Neville	North Div.	08-06-92
Cynthia M. Newson	On Leave	06-15-92
Julia K. Nielsen	Townsend	08-07-92
Sharon L. Niemic	Burdick	08-25-92
Christine Nowak-Ahrens	Audubon	08-18-92
Thomas F. J. O'Brien	Tippecanoe	08-11-92
Kelly O'Day	Bell	07-20-92
Kristine O'Flyng	Alcott	07-27-92
David F. Olson	Wheatley	08-13-92
Julie G. O'Neill	EESS Center	08-01-92
Jennifer A. Otto	Bell	08-16-92
Brian R. Oyler	King	06-15-92
Anne Marie Paprocki	Audubon	08-18-92
Sharon R. Penn Lichty	21st Street	08-05-92
Julie Polasky	Bell	08-15-92
Jeanette M. Poole	Wright	08-18-92
Mary E. Prendergast	Wright	08-01-92
Patti Marie Quintenz	Happy Hill	08-13-92
Jodi A. Radowicz	Audubon	07-28-92

RESIGNATIONS (cont'd.)

Ponchita J. Roberson	On Leave	08-19-92
Julie A. Roell	Hawthorne	08-18-92
Sharon Rohlfing	Story	08-19-92
Karen Rosolek	Cass	07-20-92
Susan L. Rymer	Alcott	08-10-92
Corrine Scaglione	Victory	09-09-92
Stephen Schneider	Lloyd	08-14-92
Christopher H. Schnell	Vincent	08-24-92
Jennette M. Schroeder	Lancaster	08-28-92
Mary Elizabeth Schwaller-Setzke	27th Street	07-24-92
Kathleen Schwartz	78th Street	07-27-92
Jennifer R. Schweinert	Alcott	08-20-92
Cherie A. Scott	Fratney	08-20-92
Larry Seigle	Riverside	07-13-92
Karen Servin-Banach	On Leave	07-14-92
Susan A. Skipper	Muir	07-29-92
Anita C. Smith	81st Street	08-17-92
Deborah A. Smith	Hayes	07-15-92
Heidi Sprinkman	Bruce	08-10-92
MaryAnne Stadelmann	Robinson	08-13-92
Kieran L. Stegeman	On Leave	08-24-92
Mary M. Stensberg	Bruce	08-17-92
Joanne B. Taylor	North Div.	08-14-92
Jeff Taschner	Bilingual Ed.	08-21-92
Ellen Thompson	Sarah Scott	08-18-92
Frances Thurston	31st Street	08-12-92
Mary C. Torcivia	Burdick	08-04-92
Kristen A. Tschida	Granville	07-31-92
Marija Vuckovic	EESS Center	08-21-92
Mary Wacholz Hickey	Grand Ave.	06-17-92
Suzanne M. Wagner	Sholes	08-14-92
Carol Walbrink	Hawthorne	08-11-92
Cheryl Ann Wallander	Fratney	08-06-92
Jeffrey W. Warren	Sholes	07-29-92
Laura Weitzer	Mitchell	08-24-92
Peter Wells	LaFollette	07-31-92
Julianna J. Wesson	Wright	08-25-92
Kristy L. Williams	Burdick	07-30-92
Linda A. Yach	Morse	08-20-92
Roy K. Yopps	Unassigned	09-18-92
Patricia R. Zelewski	North Div.	07-06-92

* * * * *

(ITEM 6) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting on July 29, 1992 (Proc., p. 176), the Board referred the following resolution, which was introduced by Director Small, to the Personnel and Negotiations Committee:

Whereas, safety is a primary district initiative; and
Whereas, local school safety needs were addressed in the 1992-93 budget; and
Whereas, recent events at the MPS central administration building emphasized the need for security at all MPS functions and sites including the central administration building; therefore be it
Resolved, that the Division of School Safety develop and bring to the Board a plan which addresses the personal safety of individuals who work at or attend night meetings at the central administration building; and be it
Further Resolved, that this plan be forwarded to the appropriate Board committee for approval in September, 1992.

In response to the resolution the administration has developed the following safety plan:

Plan to Address the Personal Safety of Individuals Who Work or Attend Night Meetings at the Central Administration Building

COMMITTEE AND BOARD COVERAGE

The Division of School Safety will provide security coverage for all Committee and Board meetings. Committee meetings will be covered by one safety aide who will be stationed outside of the auditorium area. Board meetings will be covered by two safety aides — one stationed outside of auditorium and one on surveillance in the parking lots. Public hearings and other special meetings will be covered according to need.

POLICE COVERAGE

Milwaukee Police Department - District No. 3 - will be notified of all meetings. Special assistance will be solicited when needed.

LIGHTING

Improved lighting is being installed for the Board/Visitor Parking Lot on the northeast corner of the building.

CENTRAL ADMINISTRATION BUILDING COVERAGE DURING REGULAR WORKING HOURS

A safety aide will be on duty 7:00 A.M. - 7:00 P.M. Monday through Thursday; 7:00 A.M. - 6:00 P.M. on Fridays. The safety aide will provide building security as well as parking lot surveillance.

CRIME PREVENTION

Crime prevention tips will be offered by the Milwaukee Police Department Crime Prevention Officers and Milwaukee Public Schools Safety Specialist, Division of School Safety.

CENTRAL ADMINISTRATION BUILDING IMPROVEMENT/SAFETY COMMITTEE

The Building Improvement & Safety Committee consisting of directors, coordinators, secretaries and other Central Administration personnel will continue to assess safety conditions and make suggestions for change/improvement.

It should be noted that safety aides are not armed and do not have detaining arrest powers, and are therefore, discouraged from being involved in the physical apprehension of alleged criminals.

Your Committee recommends that this report be accepted as a response to the resolution.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on April 23, 1992, the Board approved the following:

a. That authorization be granted for the use of hand held metal detectors at extra curricular activities at middle and high schools.

b. That authorization be granted to use hand held metal detectors for reasonable cause to search during the regular school day.

The Board postponed acting on authorization to randomly screen middle and high school students, but indicated that the Superintendent should bring back the recommendation when he felt it was necessary.

A report on expulsions attached to the minutes of your Committee's September 14, 1992 meeting shows 67 students were expelled during the 1991-1992 school year for violating the district's weapons policy. This is in comparison to 29 expulsions for weapons during the 1990-91 school year. This situation has continued in the first few weeks of this school year. Action is needed now to prevent the problem from becoming worse.

The level of violence associated with weapons is increasing in our community which relates to an increase in the number of weapons in our schools. The use of hand held metal detectors at high school interscholastic athletic events during the 1991-1992 season proved to be an effective deterrent against weapons entering our gymnasiums.

Staff will be expected to follow the district's guidelines relative to the use of metal detectors.

Parents, students, and community will be informed of the expanded use of metal detectors along with signs warning students of possible screening for weapons.

A legal challenge to the New York City School district regarding random electronic screening of students has resulted in a legal opinion stating that the school district has a legal basis for such screening.

Your Committee recommends that authorization be granted for randomly screening middle and high schools with metal detectors when there is reasonable cause to believe that the safety of the students may be in question.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on June 15, 1992, the Board's Committee of the Whole requested that the administration develop a policy on the use of loaned executives in response to the following resolution introduced by Director Bills:

WHEREAS, The Board of School Directors is responsible for managing the affairs of the school district under sec. 119.16(lm) Stats; and

WHEREAS, The Superintendent is responsible for the general supervision of the Milwaukee Public Schools, but his supervisory authority is subject to the Board's direction under sec. 119.32(2), Stats; and

WHEREAS, The Milwaukee Public School System has in recent years relied more heavily on the expertise of a variety of consultants and there is no reason to believe that such reliance will decrease in the foreseeable future; and

WHEREAS, The School Board, in December 1991, authorized the Superintendent to use loaned executives/consultants from the business community to "temporarily" assist the Milwaukee Public Schools on special projects; and

WHEREAS, Some Board members believe the role of loaned executives needs to be clarified in order to avoid any organizational confusion; therefore,

BE IT RESOLVED, That the administration bring back a policy on how loaned executives/consultants will interact with the district in the future.

A loaned executive is defined as an individual who remains on the payroll of an organization other than MPS or whose salary is paid for by some other organization, and who is temporarily working on a specified MPS project for an extended period of time of one month or longer.

The purpose of using loaned executives is to assist MPS staff in carrying out specific assignments or projects. It is often difficult for our staff members to handle both regular day-to-day duties and special, comprehensive projects. Use of loaned executives' special expertise provides a cost effective way of providing additional assistance at no additional cost to the property taxpayer.

Loaned executives will be advisory to the Superintendent and have no final decision making authority while working on special projects within the school district. Such decisions are made by the Milwaukee Board of School Directors and, when appropriate, the Superintendent.

The Superintendent should have flexibility within Board policies in deciding to use the services of loaned executives offered by the community to assist the school district in implementing Board approved goals, initiatives, and/or projects. Prior to accepting the services of a loaned executive, the Superintendent will provide an informational report to the Board notifying them of the name of the loaned executive and/or organization, the scope of work to be performed, and the length of time of service to MPS.

While loaned executives are working with MPS, the administration will need to be mindful of any potential conflict of interest that may arise involving loaned executives and MPS.

Your Committee recommends that the Superintendent be authorized to use loaned executives from the community to temporarily assist MPS on special projects for an extended period of time of one month or longer and as outlined in the above pertinent facts and that prior to accepting the services of loaned executives, the Superintendent will bring to the appropriate Committee for review and approval, the scope of the work to be performed, the funding source, and the duration of the project.

* * * * *

(ITEM 9) 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 September 14, 1992.

A. Affirmative Action Report for August, 1992
B. Report on Student Expulsions for the 1991-1992 School Year
C. Report on Teacher Staffing for the Opening of School
D. Report on the Impact of Budget Reductions on Teachers and Paraprofessional and General Aides
E. Report on Tuition Reimbursement
F. Status Report on the Development of a Decision Making Document for a System of Schools

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Separate consideration having been requested of Items 2, 3, 6, 7 and 8, 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 3 of the report, relating to administrative appointments and promotions having been set aside for separate consideration, Director O'Connell moved for adoption of the report.

The report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 6 of the report, relating to the personal safety of individuals who work or attend night meetings at the central office, having been set aside for separate consideration, Director Small moved for adoption of the report.

The report was adopted, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, Sinicki, Small and President Mitchell—6.

Noes—None.

Item 7 of the report, relating to the use of metal detectors for randomly screening middle and high school students, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Lucey moved the following substitute motion:

The Board of School Directors grants authorization to randomly screen middle and high schools with metal detectors when there is reasonable cause to believe that the safety of the students may be in question, subject to the following conditions:

1. All searches are to be conducted in accordance with the attached guidelines.

2. Before a search is conducted at any school, there will be written notice to the parents and students at that school that at some point during that school year there will be random searches, and on the day that the search is conducted,

signs will be posted outside the school announcing the fact that a search will be taking place.

3. Any search must include all students entering the school, or if that is not feasible, a random basis will be used, such as every second or third or fifth

student. Staff may not select students apart from that random process unless they have reasonable suspicion to believe that that student is carrying a weapon.

4. Students will only be searched by staff of the same sex.

5. Prior to the implementation of this policy, staff will undergo training in applying the reasonable suspicion standard.

6. If after conducting the search with metal detectors, it is determined that the object that triggered the detector is not a weapon, there will be no further search of that student.

7. If a student refuses to remove an object that is triggering the metal detector, the staff may escort that student to a private area and there conduct a pat-down search to determine what the object is. If at that point it is determined that the object is not a weapon, all search should end and otherwise, the staff should proceed in accordance with the guidelines the administration has developed. When a pat-down search is conducted, it must be conducted by a staff member of the same sex and there must be a second staff person present.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of the report, relating to a policy on the use of loaned executives, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Lucey moved to amend the report as follows:

Your Committee recommends that the Superintendent be authorized to use loaned executives from the community to temporarily assist MPS on special projects for an extended period of time of one month or longer and as outlined in the above pertinent facts and that prior to accepting the services of loaned executives, the Superintendent will bring to the appropriate Committee for review and approval, the scope of the work to be performed, the funding source, and the duration of the project, <u>with appropriate protections of confidentiality of information, if the work involves that</u>.

The amendment was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

The report as amended was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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:

Both within the K-12 Teaching and Learning Initiative and in separate resolutions by Directors Bills and Sinicki, the Board of School Directors has stated its concern about the practice of tracking in the Milwaukee Public Schools. Although progress is being made in reducing tracking, our efforts are hampered in that there is no common understanding in MPS (or nationally) about what constitutes tracking. Also, many tracking practices are deeply ingrained in the routine operation of schools; some individuals in both schools and communities hold understandings that promote tracking; and many individuals are unaware of how to implement alternatives to tracking.

It has been through the collaboration of teachers, parents, principals, community members and staff that the K-12 process has moved forward successfully thus far. If meaningful change is to occur in the area of tracking, it is crucial that this kind of broad-based involvement continue. Simply defining prohibited practices and mandating changes will not ensure that children succeed in a more challenging and equitable curriculum. Without this collaboration, and without extensive discussions at the local school level, tracking may be eliminated on the surface but may continue to occur in subtle though powerful ways. At the same time, to avoid the danger that change will occur too slowly or not at all, some policies will need to be articulated and mandated immediately. As we continue to address patterns of tracking within MPS and develop a plan for structuring schools for student success, the following questions need to be explored within schools and system wide:

- What is the MPS definition of tracking?
- Specifically, in what ways is tracking occurring?
- What practices will be instituted and promoted? For example, at the upper grade levels, how will students be recruited into courses and ability levels in which they have been traditionally underrepresented? How will support be provided for them to succeed? Should the competency testing program be eliminated?
- What specific practices should be prohibited as tracking?
- When will changes regarding prohibiting and promoting certain practices go into effect? Which grade levels and subject areas will be affected?
- What staff development will occur that builds among practitioners a common knowledge base related to tracking?
- What will be the process for phasing in the changes? What will be needed in order to effectively and efficiently implement the phase-in/phase-out process? How will we ensure that this process is a participatory one?

A process developed by the Massachusetts Board of Education for structuring schools for student success has been attached to the minutes of your Committee's meeting of September 16, 1992. Based on this model the following actions are planned for MPS.

a. Convene a ***K-12 Task Force on Structuring Schools for Student Success*** to address the issues related to tracking. The Task Force will be composed of teachers, parents, students (including recent MPS graduates), administrators, and community resource persons. With support from the administration, the Task Force will gather data onwhere and how tracking is occurring; identify individuals, practices, and places within

MPS and the nation that show successful alternatives to tracking; and guide the process

for involving large numbers of staff, parents, and community people in discussion and action to structure schools for student success. The Task Force will be a part of, and an extension of, the K-12 Teaching and Learning Initiative and will report its findings and recommendations to the Board of School Directors by September 1993.

b. During the 1992-93 school year, the administration will:

- Continuously reaffirm the district's fundamental commitment to equity; and focus attention on the concept of tracking, and alternatives to tracking, through public forums and staff development activities.

- Define measures of equity to be used in monitoring the district's progress toward structuring schools for student success.

- Initiate a review of practices and policies in exceptional education.

- Mandate selected policies for implementation in 1993-94. For example, consideration is being given to requiring all students to enroll in algebra by grade 9. Consideration is also being given to eliminating competency preparation classes in grades 8-11 except as supplementary courses.

- Continue staff development and program development efforts to reduce tracking that are underway within the K-12 reform, including:

  -- the Equity 2000 project;

  -- the new Accelerated Middle School project beginning at Robinson with support from Stanford University and the University of Wisconsin - Milwaukee;

  -- reducing tracking in the primary grades through whole group instruction, early childhood staff development, and revision of the reading inventory assessment;

  -- the English Equity project -- comprehensive staff development of middle school English teachers;

  -- curtailing Chapter 1 pull-out by providing alternative models, supervisory support, and staff development;

  -- developing strong common approaches between Chapter 1 and the regular instructional program;

  -- supporting schools when they eliminate tracked classes

  -- offering Teacher Expectations and Student Achievement (TESA) and Gender Equity and Student Achievement (GESA) staff development to selected schools;

  -- encouraging the design of gifted and talented programs that do not permanently separate students;

  -- developing a vision for vocational education that stresses higher order problem solving and the enhancement of all students' options after graduation;
  -- using the learning coordinators' meetings and Edna McConnell Clark support to disseminate effective middle school practices across the system.

c. It is recommended that in 1993-94 school year, equity be chosen as the central educational thrust of the district within the K-12 development process. This means:

- Budgetary resources, staff development, administrative support, and program initiatives would be centered on this goal.

- Wide scale discussion of alternatives to tracking would occur, guided by the *K-12 Task Force to Structure Schools for Student Success*.

- Practices to be prohibited and promoted would be delineated clearly even as the initial mandates were implemented.

Your Committee recommends that the administration proceed as indicated above.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

At its meeting on June 24, 1992 (Proc., p. 127), the Board referred the following resolution which was introduced by Director Lucey, to the Instruction and Community Relations Committee:

WHEREAS, Milwaukee Trade and Technical High School ("Tech") has proven itself over many years to be a highly effective institution in preparing young Milwaukeeans for careers in the skilled trades and industrial technology; and

WHEREAS, At least some part of the existing building and facilities at Tech has become obsolete and unsuitable for providing up-to-date vocational and technical training, and

WHEREAS, The Milwaukee Public Schools ("MPS") have enormous needs for new facilities and for expenditures on deferred maintenance of existing facilities and a limited ability to obtain funding for these needs through the referendum process; and

WHEREAS, The Milwaukee Area Technical College ("MATC") is also devoted to the mission of providing vocational and technical education to young Milwaukeeans, and is presently considering a proposal to operate a technical high school of some kind; and

WHEREAS, The State of Wisconsin has recently enacted legislation providing authority for MPS and MATC to work collaboratively in developing and conducting educational programs; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors ("the Board") authorize the Superintendent of MPS to enter into discussions with MATC about the possible collaborative development of a new vocational and technical high school, and to report to the Board on the progress of those discussions no later than the Board's October, 1992 meeting.

This resolution was held in Committee in August in order to provide an opportunity for fuller discussion of the matter.

Your Committee reports having given hearing on the resolution and discussing the following possible amendment developed by Director Lucey:

That the administration be authorized to appoint an appropriate task force, with representation of technical educators within MPS, alumni of Milwaukee Trade and Technical High School

(and its predecessors), members of the business community, MATC, the Wisconsin Board of Vocational, Technical & Audit Education, and others; and that this task force be charged with

developing specific proposals for creation of a new technical high school and overall K-12 technical education program for the City of Milwaukee.

Your Committee recommends that this matter be forwarded to the Board out of committee without recommendation.

* * * * *

(ITEM 3) The Superintendent advised your Committee:

The Greater Milwaukee Youth Survey is an effort of a coalition of public and private organizations and businesses located in the Milwaukee Area. Through the leadership of the Rotary Club of Milwaukee, the coalition designed a survey to provide an opportunity for middle and high school age students to voice their opinions, problems, aspirations, and concerns. The aim of the survey is to provide information to the community on students' views, so that they may be taken into account when policies, programs, and services are designed and implemented for them.

The survey was conducted between November 1991, and January 1992, in nine public school districts located throughout the Greater Milwaukee Area. A total of 34,791 students from grades six through twelve participated by responding to a 126 item questionnaire. In addition to Milwaukee and its partnership schools, the participating school districts are: Cudahy, Franklin, Greenfield, Hamilton-Sussex, Mequon, Oak Creek, Shorewood, Whitefish Bay. Also participating were nine residential treatment centers located throughout the metropolitan area.

A summary of the findings was presented to your Committee and accordingly incorporated into the minutes of your Committee's meeting of September 16, 1992. Principals have been provided with a report of the results of the survey for the students in their schools. The results were reported by grade, by gender, and by ethnicity.

Your Committee recommends that the results of the Greater Milwaukee Youth Survey be utilized in the development of policies, programs, and services as they are designed and implemented for MPS students.

* * * * *

(ITEM 4) The Superintendent advised your Committee:

State Statute 120.12 (23) Pupil Participation in School Activities enacted in 1991 states the following:

> "Annually the Board must adopt a policy on access to extracurricular and recreational school programs and activities that encourages full participation by all elementary grade pupils in these programs and activities."

The Administration has prepared the following policy for Board consideration:

> The Milwaukee Board of School Directors will provide and support a variety of extracurricular and recreational activities for elementary school children. The Board encourages principals and school staff to develop meaningful extracurricular activities. The Board, through the Department of Community Recreation and Educational Services, will provide funding for school recreation programs on a city-wide basis.

The Board also encourages community agencies and other organizations to provide programs and activities to MPS students through cooperative planning, coordination, and joint funding. MPS staff will notify parents, students, and the community of all Board approved activities. The Board will authorize each elementary school one day per week of after school bus service for those elementary students participating in extracurricular and/or school recreation activities.

Your Committee recommends that this matter be forwarded to the Board out of committee without a recommendation, pending clarification of the legislation.

* * * * *

(ITEM 5) The Superintendent advised your Committee:

Staff members from the Department of Public Instruction spent time throughout the month of January, 1992, visiting schools and reviewing central and school documents and data relative to the 20 Wisconsin State Educational Standards.

A letter was received from the State Superintendent of Public Instruction, Dr. Herbert Grover, on April 28, 1992, with a preliminary report of the review of the standards.

On August 27, 1992, MPS staff members met with DPI staff members to request that a final report be issued, reflecting the additional information sent to DPI following the preliminary report. The final report was received from DPI on August 31, with the response date extended to October 15, 1992.

The findings are as follows:

The standards, and portions of standards, for which the district received a rating of *exemplary* are as follows:

(b) Staff Development: The district has established a professional staff development plan.

(c) Remedial Reading: All students in grades K-4 who are underachieving in reading are identified and diagnosed. Procedures are in place for identification and diagnosis of reading needs for K-4 students new to the district. Children with identified needs receive prescribed instruction and services. Schools having fewer than 80 percent of the pupils scoring above the state minimum performance standard (third grade reading test) have a written plan for providing services.

The standards for which the district received a rating of *compliance* are as follows:

(d) Five-Year-Old Kindergarten Program: The district operates a five-year-old kindergarten program. The reviewers applauded the district's efforts to promote whole language, ungraded classes, developmentally appropriate practice and experiential math. The reviewers also noted that, while four-year-old kindergarten in not required by standard (d), Milwaukee is demonstrating leadership by investing in children at this age.

(i) Safe and Healthful Facilities: The district is in compliance with all regulations and codes from DILHR and DHSS. They commended MPS for complying with the Aging Schools Rules. The auditors noted that, although the board has a policy of allocating seven percent of its budget for facilities, for the past few years, the board has allocated only about two percent for facilities maintenance.

(k) Curriculum Plan: The district has a written, sequential curriculum plan in the following subject areas: reading, language arts, mathematics, social studies, science, health, computer literacy, environmental education, vocational education, physical education, art, and music. Interviews confirmed that staff are aware of the *K-12 Teaching and Learning* goals.

(m) Education for Employment: The auditors found that MPS was working toward compliance in providing access to an education for employment program that has been approved by the state superintendent.

(o) Annual Performance Disclosure: The district annually publishes a performance disclosure report describing the board's and each school's goals and objectives, including learning-related performance objectives, and the results of the tests administered under standard (s) during the previous year.

(p) High School Graduation Standards: The board complies with high school graduation standards as described under state statute 118.33(1).

(q) Personnel Evaluation: The performance of all certified school personnel is evaluated, in writing, at the end of their first year and at least every third year thereafter.

(r) Third Grade Reading Test: The district annually administers the standardized reading test which was developed by the Department of Public Instruction to all pupils enrolled in grade three.

(s) Achievement Tests: The district is in compliance with the requirement to test all pupils in reading, language arts and mathematics at least twice in grades K-5, at least once in grades 6-8, and at least once in grades 9-12.

The standards, or portions of standards, for which the district received a rating of *non-compliance* are as follows:

(e) Guidance and Counseling: Middle and high schools are in minimal compliance. The Department of Curriculum and Instruction will expedite the expansion of elementary guidance services over the next five years through implementation of the CHANGE curriculum and by encouraging expansion of elementary guidance counselors.

The auditors found that implementation of the *CHANGE* curriculum varies from comprehensive infusion within the classroom curriculum to a lack of knowledge about what the *CHANGE* curriculum is. The Department of Curriculum and Instruction will continue to make staff members aware of the *CHANGE* curriculum and of ways to incorporate it into the K-12 Teaching and Learning goals through inservice, consultation, and networking.

The number of elementary counselors increased in the 1992-1993 school year from 22 to 41, thereby providing full- or part-time guidance counselor service to 53 elementary schools. With the shift to school-based budgeting, schools are being encouraged to consider the inclusion of additional support personnel, to include guidance counselors, in their budgets.

(f) Days and Hours of Instruction: Elementary schools are in compliance. At this time, middle and high schools, and K-8 schools, are also in compliance; however, the length of the school day is being reviewed in order to eliminate some inconsistencies across the district.

(g) Emergency Nursing Services: The auditors found that there is a written emergency nursing services policy for all school approved activities, which is published in *Guideposts.* However, there are no policies that describe how emergency care would be provided for students who participate in activities outside of the school setting. They also found no evidence that a registered nurse was involved in policy development within the past year. At this time, a City Health Department nurse, in conjunction with the Office of the Deputy

Superintendent, is working on the development of the needed additions to the nursing services policy.

(h) Library /Media Services: High schools and middle schools are in compliance. There is a wide variance in the level and quality of services provided to students at the elementary level. The collections vary greatly as to currentness, balance, and availability of both print and non-print materials. Only about one-fourth of the elementary schools are staffed by licensed personnel. Many of the others have full-time paraprofessional aides, but some have part-time aides, and a few have no permanent staff assigned. A plan has been developed for the 1992-1993 school year to have certified librarians in some elementary schools serve as resources to schools who have paras or aides.

(j) Health. Physical Education. Art. and Music Instruction: At the elementary level, evidence must be submitted to show that health instruction is taking place weekly and that this instruction is coordinated by a health licensed staff member. At the middle school level, all students must have health instruction available and this instruction must be coordinated/supervised or taught by a health licensed staff member.

Although physical education is scheduled three times per week in the elementary schools, the auditors concluded that it is not always occurring. Consequently, some elementary students are not receiving the required amount of physical education.

According to the standard, students must be able to study vocal, instrumental and general music each year in grades 7-12. Vocal, instrumental and general music are listed as elective courses in all middle and high schools. General music, however, has had limited participation and has not had a separate curriculum for each grade level. A curriculum writing committee worked during the 1992 summer to develop a complete curriculum for middle and high school general music, and this is now available.

The Department of Curriculum and Instruction continues to work with specific schools and staff members regarding the requirements in art, music, and physical education.

(n) Children at Risk: Although the auditors found that the district has an excellent plan and that most children at risk are identified, they found that many identified children are not receiving services. They concluded that the district's philosophy regarding its reluctance to label students "at-risk" appears to impede the direction of students to appropriate programming. Improvements in programming will continue during the 1992-1993 school year under the direction of the Department of Alternative Education.

(t) Gifted / Talented Programs: The auditors found that the district has many fine opportunities available for students who are gifted and talented. However, the district does not have a comprehensive plan in place which includes the district's philosophy, means of identification, programming, and evaluation system for meeting the needs of its gifted and talented students. The Department of Curriculum and Instruction is developing a plan which is in accord with the K-12 Teaching and Learning goals and which will limit the tracking of students.

(a) Staff Certification requires current licenses of all teachers and administrators. Because newly hired and newly appointed staff members are often in the process of obtaining licenses, clearing certification from out-of-state institutions of higher education, or updating/renewing licenses, the district stays in continual contact with the *DPI Bureau for Teacher Education, Licensing and Placement.*

Your Committee recommends that the Board approve the administration's above identified plans for reaching compliance with the Wisconsin State Educational Standards as detailed above.

* * * * *

(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 September 16, 1992:

A. Report on Plans for Modifying Assessment Procedures
B. Report on Chapter 1 Reauthorization
C. Report on Efforts to Make *Directions* less Complicated
D. Report on the Community Assessment and Training Program
E. Report on Evening School

* * * * *

Separate consideration having been requested of Items 1, 2, 4 and 5, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1 of the report, relating to a resolution to develop a policy to eliminate tracking, having been set aside for separate consideration, Director Sinicki moved for adoption of the report.

The report was adopted, the vote being as follows:

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

Noes—Director Lucey—1.

Item 2 of the report, relating to a resolution to enter into discussions with MATC relative to the development of a new vocational/technical high school, having been forwarded to the Board out of Committee without a recommendation, Director Lucey moved that the matter be laid on the table until the special Board meeting on October 5, 1992.

The motion to lay on the table prevailed, the vote being as follows:

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

Noes—None

Item 4 of the report, relating to the adoption of a policy on elementary pupil participation in school activities, having been forwarded to the Board without recommendation, Director Small moved for suspension of Board rules and adoption of the policy.

The policy was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 5 of the report, relating to the DPI audit of state standards, having been set aside for separate consideration, Director Bills moved for adoption of the report.

The report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 proposal 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:

ROOFING WORK

Keefe Avenue School
Wisconsin Restoration, Inc.; Low bidder, base bid of. . . . . .$ 88,200.00

Samuel Morse Middle School

Crafts, Inc.; low bidder, base bid of $184,095.00

Hopkins Street School

Specialty Associates, Inc.; second low bidder, base bid of . . . . . $ 90,807.00
Note: Low bidder submitted a bid that was not responsive to the specification.

Jackie Robinson Middle School

Specialty Associates, Inc.; second low bidder, base bid of . . . . . $ 96,315.00
Note: Low bidder did not meet specifications.

MASONRY WORK

Solomon Juneau High School
Rebuild Light Court Parapet

Pukall Co.. Inc.; fourth low bidder, base bid of . . . . . $ 82,900.00
Note: First, second and third low bidder submitted a bid that was not responsive to the specification.

Garden Homes School
Tuckpoint Parapet and Brick Work

Pukall Co., Inc.; fourth low bidder, base bid of . . . . . $ 223,420.00
Note: First, second and third low bidder submitted a bid that was not responsive to the specification.

EXTERIOR PAINTING WORK

37th Street School
State Painting Co., low bidder, base bid of . . . . . .$ 38,525.00

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(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is authorized to make the following sole source purchases:

IBM: Writing to Write Software and Hardware

Grant School:: 30 student stations, file server, software, peripherals . . . . . $ 55,008.00

Riley School: 11 student stations, file server, software, peripherals . . . . . $ 26,868.00

Total: $ 81,876.00

Apple Computer; for Graphics Art Lab

Marshall High School: 16 Apple Macintosh IIsi's with color monitors and keyboards, and one printer . . . . . .$ 43,200.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

As previously reported to the Board last December, the required actuarial support services for the Early Retirement Plan for Teachers has not been bid since the inception of the pension plan in 1982. The Milwaukee office of William M. Mercer has been providing actuarial consulting services for the plan since 1982.

In December of 1991, the Board approved the continuation of an annual service contract with Mercer for the 1991-1992 fiscal year with the understanding that the contract would be put out for bid for the 1992-1993 fiscal year.

In July 1992, the Department of Human Resources-Division of Insurance and Risk Management Services assumed responsibility for pension plan administration, including the outstanding commitment to competitively bid actuarial consulting services.

In order to meet the winter 1992 deadline to have the pension plan's funding level determined by the actuary for the 1992-1993 fiscal year, they must begin work now. To commence competitive bidding which may lead to a change in consulting actuaries at this date would prove disruptive to the Board's budgeting process.

In consideration of these time constraints and the regard In which they hold the Board as a client, Mercer agreed to the Board's request for a fee reduction for the 1992-1993 fiscal year as follows:

	1991-1992	**1992-1993**
Data Collection & Processing	$ 8,058	$ 5,000
Actuarial Valuation Report	$ 8,820	$ 8,820
Benefit Certification & Related Support	$20,000*	$ 8,000*
	Not applicable	$ 1,380
Calculate Bond Deduction Cash Flows	Not applicable	$ 5,000
Review and finalize plan document	$36,878	$28,200

*(will be billed on actual hours)

In addition, Mercer agreed to the following reduced rates for those pension services billed on a time and expense basis:

	Regular Rates	Rated for MPS
Sr. Consultant	$265	$200
Sr. Actuary	$265	$190
Actuary	$200	$160

Your Committee recommends that the competitive bidding of pension consulting services be rescheduled to a 1993-1994 implementation date and that the contract for the 1992-93 year be awarded to Mercer with the cost charged to the 1992-93 teacher pension supplement budget.

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

Under the State of Wisconsin Institutional Conservation Program grants, once the state agrees with and accepts the work done on the EUEs (Energy Use Evaluations), they pay for 50% of the consultant engineering fees and they authorize the school system to proceed with producing a TA (Technical Assistance Report) for each site. This starts the grant cycle. These are very technical and very time consuming engineering reports that relate to every aspect of energy conservation available to the school system. Many of these energy conservation items thus identified do not have a short term or payback (less than five years), but they are all submitted to the state for possible inclusion in grant requests. After the state review, the energy conservation items that they will approve are identified and the school system is notified what they will include in this grant cycle and exactly how much money will be allowed, at 50% of total costs, if we proceed with the work.

The Repair Division of MPS started energy conservation in-house (without Institutional Conservation Program grant cycle funding) in the mid 1970s. We attempted to get into the ICP program in the late 1970s and early 1980s, but we were only having a success ratio (for state ICP program TA approval) of approximately one out of six projects worked on. This was such a weak showing from our local engineering firms that the Repair Division elected to continue performing energy conservation measures but without ICP assistance. Also at this time, the funding available for energy conservation measures through the budget process was drastically reduced. What had been a viable and aggressive energy conservation program was slowed down considerably.

In the mid 1980s, Facilities and Maintenance Services was approached by Michaels Engineering of La Crosse, WI. Michaels Engineering provided documentation that the quality nature of their work would produce a 100% success ratio. In other words, if they did the EUEs, the TAs, and the ECMs, MPS would be guaranteed of 50% funding by the state ICP program. An aggressive energy program was initiated.

A sole source award of contract is being recommended since Facilities and Maintenance Services has not been able to identify any other consulting engineering firm who can produce these desired results. Secondly, once a firm is into the ICP grant cycle for certain school sites, a second engineering firm is not willing to accept work done by another firm.

Phase V and phase VI Energy Conservation Work under the State Energy Conservation Program is scheduled to commence at approximately 30 schools. It is the administration's opinion that MPS will lose funding if we make choose another consulting engineer.

Your Committee recommends that contracts in the amounts of $127,500 and $125,800 respectively be awarded to Michaels Engineering, LaCrosse, WI for the completion Phase V and

VI Energy Conservation Technical Assistance Reports under the State of Wisconsin Institutional Conservation Program.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

Agencies contracting with the Milwaukee Public Schools to operate an Alternative school program were required to obtain an occupancy permit for school usage by August 21, 1992. The contract agreement stated failure to obtain the necessary permit by that date would result in termination of the agreement.

Several agencies failed to secure the required occupancy permit as indicated in our contract agreement and the Milwaukee Public Schools was unable to send students to those sites.

The Department of Alternative Programs needed to find a suitable alternative site to replace these agencies and provide educational services to our students. An agreement pending Board approval was entered into with Mr. Adrian Hipp, director of EXITO alternative school. Exito was among the agencies submitting a proposal for funding for the 1992-1993 school year. Funds originally earmarked for the programs which were terminated can be used to support the EXITO Alternative School program.

Your Committee recommends that the board approve the award of a contract for the 1992-1993 school year to EXITO to provide an alternative school program for 60 MPS students needing alternative education services, at a cost not to exceed $222,680 with the understanding that administration report to the Board at the Board meeting, the existing policy and any staff interpretations that have been developed under the policy with respect to the 501(c)(3) status of the EXITO agency.

* * * * *

(ITEM 6) The Secretary-Business Manager advised your Committee that:

On August 31, 1988, the Board approved the Policy Section of each Asbestos Management Plan for the district as is required under the U.S.E.P.A. Asbestos Hazard Emergency Response Act (AHERA).

AHERA requires each LEA (Local Educational Agency) to designate a person that would ensure all requirements under subsection 763.84 are properly implemented (40 CFR Part 763, Subsection 763.84 [g] [1]. The Board action on August 31, 1988, approved Mr. Ronald Allen, Director, Department of Facilities and Maintenance Services, as the designated person for the Milwaukee Public Schools.

The daily administration of all asbestos-related activity for the district is now managed by Mr. Thomas J. Chojnacki, Manager of Environmental Services in the Department of Facilities and Maintenance Services.

Your Committee recommends that the Board approve Mr. Thomas Chojnacki as the designated person under the U.S.E.P.A. AHERA requirements in lieu of Mr. Ronald Allen.

* * * * *

(ITEM 7) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Auer	42 various donors	$2,947	Raffle for Say No To Drugs Club
Fritsche	School fund	$10,000	Computer lab-hardware and software
King Elementary	MMABSE	$500	Uniforms
King High	Class of January 1942	$437	Trophy case-academic achievement
Burdick	Apple Computer, Inc.	$4,944	Assorted software
MPS	Goodwill Industries	$3,140	157 $20 clothing certificates to assist needy families
Roosevelt	PTO	$5,132	Computer equipment
Roosevelt	School fund	$3,000	Computer equipment
Sholes	Time Insurance Co.	$39,295	Macintosh computer lab
Whittier	Barbara Robertson	$25	Library books
Total		**$69,420**	

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 8) The Superintendent advised your Committee that:

Recently, various concerns have been raised regarding the Artist-in-Residence Program at Lincoln Middle School for the Arts, and its impact on the school's budget. The matter was placed on the agenda of your Committee meeting so that individuals would be given an opportunity to discuss their concerns.

Your Committee reports having given hearing to interested individuals.

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that:

At its meeting of August 26, 1992 (Proc., p. 222), the Board received a communication from the Milwaukee City Council of PTA/PTSAs, Inc. requesting the use of the cafeteria in the school administration building. The purpose of this use is to hold a fund-raising event the morning of Saturday, March 20, 1993.

The event will consist of fund-raiser vendors who will display their products to teachers and parents to show what products, etc. are available for individual fund-raising events for the schools. No contracts will be signed at the event.

A minimal fee will be charged each vendor for table space to display their materials. A portion of the monies raised by the event will be used to pay for the Board incurred expenses in opening the building for this event. The balance of the funds will be put towards the operational costs experienced by the Milwaukee City Council of PTA/PTSAs, Inc.

Board approval is required before a building use permit can be issued. The Board has previously approved such requests.

Your Committee reports having given hearing to interested representatives of the Milwaukee City Council of PTA/PTSAs, Inc.

Your Committee recommends that Board Rules 9.04 and 10.01 be suspended to allow for a building use permit to be issued with the understanding that the organization provide the appropriate insurance coverage and pay all expenses incurred by the Board in opening the building for the event.

* * * * *

(ITEM 10) The Secretary-Business Manager advised your Committee that:

At its meeting of August 26, 1992 (Proc., p. 222), the Board received a communication from Pastor David Wojtczak on behalf of Faith Baptist Church. The purpose of the communication is to request permission to use the Fairview Elementary School on Sunday mornings beginning mid-October for religious worship services

Pastor Wojtczak is requesting usage of the gymnasium for worship services and four classrooms for Sunday school.

Wisconsin Statute 120.13 (19) provides that the Board may "…grant the use of school property during nonschool hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property.

Although the Statutes have been amended to allow for the use of public school facilities by religious organizations, Board Rules 9.03(6)(j), 9.04 (2), and 10.01 have not been amended. Therefore, suspension of the Rules would be required to approve this request. The Board has, frequently in the past, granted permission for facility usage to other religious organizations .

Since school facilities are normally not used for school activities on Sundays, no conflict with the requested usage exists.

Pastor Wojtczak is aware of the requirements of appropriate liability insurance and payment of personnel and utility costs in connection with the facility use.

Your Committee reports having given hearing interested representatives of the Faith Baptist Church.

Your Committee recommends that the appropriate Board Rules be suspended to allow for a building use permit to be issued with the understanding that the organization provide the appropriate insurance coverage and pay all expenses incurred by the Board in opening the school for this event.

* * * * *

(ITEM 11) The Secretary-Business Manager advised your Committee that:

At its meeting on August 26, 1992 (Proc., p. 222), the Board received a communication from the Community Relations-Social Development Commission regarding their third quarter billing of $34,730 and their expenditure report for the quarter ending June 30, 1992.

As of the month ending August 31, 1992, the Milwaukee Public Schools have no outstanding claims with the CR-SDC.

Your Committee recommends that the third quarter billing of $34,730 be paid to the Community Relations-Social Development Commission.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

Title VI of the Civil Rights Act of 1964, the 1970 D/HEW Memorandum, and the Lau vs. Nichols Supreme Court Decision of 1974 protect the rights of language minority students to equal educational opportunity and require school districts to address these students' needs.

In 1979, Milwaukee Public Schools devised a plan for Lau compliance in response to a complaint by the Office of Civil Rights.

In the plan for LAU compliance, Milwaukee Public Schools agreed to "provide all parents of non- and limited English speaking national origin minority students with pertinent school notices and activities in a language they can understand."

Milwaukee Public Schools is required to provide pertinent school notices and activities in both the Hmong and Lao languages and currently has a full time need to do so. As of September 30, 1991, there were 1,253 Hmong and 577 Lao students enrolled in Milwaukee Public Schools.

The 1992-93 budget for the Department of Bilingual Multicultural Education has $15,000 to contract translator services to translate necessary notices and information. However, qualified Hmong- and Lao-English translators are not available on a consultant basis. Individuals with proficiency in all three languages are scarce, and the identified individuals with the needed qualifications are not attracted on a long term basis to jobs that are offered on a part-time hourly-fee basis without fringe benefits.

It would seem appropriate to establish a .75 paraprofessional position using the funds in the contracted services account to finance the salary and fringes for this position.

Your Committee recommends that the funds allocated to the Contracted Services account in the Department of Bilingual Multicultural Education budget be transferred to a Paraprofessional account in the Department for the purpose of funding a .75 paraprofessional position to perform translating duties in Hmong and Lao.

* * * * *

(ITEM 13) The Secretary-Business Manager advised your Committee that:

During the budget development process, the administration recommended 1.25 new Board funded positions for the Violence Prevention Program. Assignment of .25 psychologist positions from Psychological Services would have brought the total psychologists involved in Violence Prevention to 1.50. With these 1.5 positions, less than half the elementary schools would have been able to receive the program.

When it adopted the budget (Proc., 6-30-92, p. 142), the Board provided a .50 additional psychologist position, so that the total psychologist involvement in Violence Prevention would be 2.0 positions. With the 2 Human Relations positions included in this project, it would have allowed fully half (56) of elementary schools to receive the program this school year.

Unfortunately, in the document the Board acted on, the original 1.25 administration request was inadvertently recorded as a 1.0 position.

In order to carry out the Board's intention to serve the original 56 elementary schools this year, the .25 psychologist position is needed to be restored to the budget.

Restoration of the originally proposed .25 position can accommodated by a transfer of existing materials funds without significantly affecting the program.

Your Committee recommends that $11,187 be transferred from the Violence Prevention materials to fund a .25 psychologist position.

* * * * *

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

North Cass Street, from East Brady Street to East Pleasant Street is a one-way northbound street. Fourteen (14) school buses transport 430 students to Cass Street School each day. To board the buses, students must walk one block east to North Marshall Street. Cass Street School staff place barricades in the street to cordon off North Cass Street from traffic twice a day. The Department of Insurance and Risk Management has identified this practice as potentially unsafe.

Pupil Transportation Services has attempted to redirect North Cass Street to a southbound direction for roughly four years. With a southbound direction, students could load and unload in front of the school. On October 24, 1991, Mr. John Bolden agreed to perform the needed street changes, pending approval by the residents at a public meeting. On August 12, 1992, residents approved the change. At that meeting, Mr. James Ito of the Bureau of Traffic Engineering and Electrical Services indicated that MPS must pay half of the cost or $7,000.

Your Committee recommends that $7,000 be transferred from the School Operations Contingent Fund to Pupil Transportation Services to pay for the street work.

* * * * *

(ITEM 15) The Superintendent advised your Committee that:

The Milwaukee Public Schools' Board is responsible under state and federal regulations to provide a Free Appropriate Public Education (FAPE) for all students with exceptional education needs regardless of the severity of their handicap. Current student enrollments include a significant number of students who require the related service of physical therapy to support their educational program.

The Department of Exceptional Education and Supportive Services, Programs for Students with Physical Handicaps, maintains 16.0 budgeted positions for physical therapists. Historically, the Department has been unable to fill the allocated positions even though extensive recruiting efforts, including advertisements in local and national publications, have been and continue to be undertaken. Intense recruiting activities undertaken during Spring, 1992, resulted in four candidates. However, none of the four candidates signed a contract with Milwaukee Public Schools.

Given the inability to employ a sufficient number of therapists to provide physical therapy, it continues to be necessary to contract with private agencies.

Funds allocated to the contracted services line in the 1992-1993 budget, Programs for Students with Physical Handicaps, will be used to support contracts with private agencies to provide the equivalent of 4.0 positions.

Your Committee recommends that the Board authorize the Department of Exceptional Education and Supportive Services, Programs for Students with Physical Handicaps, to contract with private agencies, Excellcare and Rehabforce, for the equivalent of 4.0 physical therapists during the 1992-93 school year.

* * * * *

(ITEM 16) The Superintendent advised your Committee that:

Milwaukee Public Schools, through its alliance with the Urban Mathematics Collaboratives, is currently participating in a two year project, funded by the U.S. Department of Education, which is developing teacher knowledge and expertise in classroom assessment in mathematics at the middle school level.

Two teachers from Fritsche Middle School and Grand Avenue Middle School have been working on this project which was begun in December 1991.

The project calls for each of the teachers to have an additional preparation period daily so that they can develop and refine performance assessments, scoring rubrics, projects, portfolios, and other assessment techniques and so that they can confer with each other and with their colleagues at the fifteen urban mathematics collaborative sites. It also calls for bi-monthly meetings of all four teachers locally and for a national institute which will be held here in Milwaukee on October 1-3, 1993.

The grant requires a cost reimbursable subcontract, with the district and the project sharing the costs on a 50% basis. Funds to cover the MPS share of these costs were budgeted in the amount of $38,000 and placed in Office of Educational Research and Program Assessment consultant services account.

The principles of school-based management indicate that the access and use of these funds should be closer to the point of service, allowing greater flexibility and putting the accountability for the funds closer to the people who have responsibility for the performance which is required under the grant.

Your Committee recommends that $38,000 be transferred from the Office of Educational Research and Program Assessment consultant services account to the following sites: $19,000 to Grand Avenue Middle School and $19,000 to Fritsche Middle School.

* * * * *

(ITEM 17) 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 September 21, 1992:

A. Progress Report on the Capital Improvement Program
B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending August 31, 1992, 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	$7,447,286	$569,908,372	$256,141	$569,652,231	0.0%
Categorically Aided	48,799,303	1,106,097	49,905,400	(65,707)	49,971,107	-0.1%
School Nutrition	23,083,231	128,511	23,211,742	205,859	23,005,883	0.9%
Construction	22,800,000	5,000,070	27,800,070	154,894	27,645,176	0.6%
Extension	6,266,245	47,958	6,314,203	155,829	6,158,374	2.5%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of August 31, 1992, 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	$7,447,286	$569,908,372	$43,680,434	$526,227,938	7.7%
Categorically Aided	48,799,303	1,106,097	49,905,400	2,653,636	47,251,764	5.3%
School Nutrition	23,083,231	128,511	23,211,742	1,177,832	22,033,910	5.1%
Construction	22,800,000	5,000,070	27,800,070	5,068,808	22,731,262	18.2%
Extension	6,266,245	47,958	6,314,203	1,398,147	4,916,056	22.1%

(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 August 31, 1992 and payrolls through August 28, 1992.

D. Expenditure Control Report
E. Report on Transportation Startup for the 1992-93 School Year
F. Transmittal of the Annual Child Census
G. Report on Programs Impacted at the Middle and High Schools as a Result of Budget Modifications

* * * * *

Separate consideration having been requested of Items 5, 9, 10, 12 and 14, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 5 of the report, relating to a contract with EXITO for an alternative school program, having been set aside for separate consideration, the chair ruled that the Superintendent's communication on the same matter was now also before the Board.

Director Small moved adoption of the report.

Director Bills moved to amend the report to waive the requirement for three years' experience.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, O'Connell, Sinicki and President Mitchell—6.

Noes—None.

Voting "Present"— Directors Johnson and Small—2.

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

Ayes—Directors Lucey, O'Connell and President Mitchell—3.

Noes—None.

Voting "Present"—Directors Bills, Johnson, Mallory, Sinicki and Small—5.

Item 9 of the report, relating to a request from the Milwaukee City Council of PTA/PTSAs to use the administration building for a fund-raising event, having been set aside for separate consideration, Director Small moved for suspension of Board Rules 9.04 and 10.01 and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 10 of the report, relating to suspension of the Board Rules for building use permits issued to religious organizations, having been set aside for separate consideration, Director Mallory moved for suspension of Board Rules 9.03 (6) (j), 9.04 (2) and 10.04 and adoption of 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 transfer of funds for a Hmong/Lao English translator position, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The report was adopted, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, Sinicki, Small and President Mitchell—6.

Noes—None.

Item 14 of the report, relating to a contingent fund transfer for street work, having been set aside for separate consideration, Director Lucey moved adoption of the report.

The report was adopted, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented five reports of the Independent Hearing Panel of the Board of School Directors.

Director Mallory moved to accept the reports of the Independent Hearing Panel of the Board of School Directors of September 15, 1992, at 11:00 AM; September 17, 1992, at 9:00 AM; September 17, 1992, at 10:30 AM; September 17, 1992, at 11:30 AM; and September 22, 1992, at 10:30 AM.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, Sinicki, Small and President Mitchell—6.

Noes—None.

NEW BUSINESS

Director Mallory moved to suspend Board Rules and reschedule the October, November, and December Regular Board Meetings to October 21, November 23, and December 21, respectively.

The meetings were rescheduled, the vote being the same as that preceding:

Ayes—6; Noes—0.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Communication from the Word of Life Church, requesting the use of a school for Sunday worship services.

Referred to the Committee on Finance and Facilities.

Communication from the Milwaukee Teachers' Education Association regarding a public hearing on schools funding chess, debate and forensics.

Referred to the Committee on Finance and Facilities.

Two communications from the Milwaukee Building and Construction Trades Council dated September 1 and 28 regarding prevailing wage rates and fringe benefits.

Ordered held at the Board level pending resolution of contracts with MPS bargaining units.

RESOLUTIONS

By Director Bills:

WHEREAS, One of the goals of school integration is to develop integrated neighborhoods; and

WHEREAS, A number of neighborhoods in Milwaukee are currently integrated; and

WHEREAS, It is in the best interest of the community to maintain these integrated neighborhoods; and

WHEREAS, The student assignment process should not work to destabilize integrated neighborhoods but rather to maintain them; now therefore be it

RESOLVED, That the administration develop a definition of an integrated neighborhood, taking into account the ethnic diversity of the city; and be it

FURTHER RESOLVED, That the administration include in the student assignment process for the 1993-94 school year provisions for preserving integrated neighborhoods; and be it

FURTHER RESOLVED, That these provisions include guaranteed assignment to the neighborhood school, within space limitations, for students of families moving into an integrated neighborhood.

Referred to the Committee on Personnel and Negotiations.

By Director Bills:

WHEREAS, The 1992-1993 budget adopted by the Board insured that elementary schools had a floor of $2,050 per pupil; and

WHEREAS, The district-wide per pupil cost this year is $6,600; and

WHEREAS, It is the Board's intention to provide increased equity funding for elementary schools in future years; and

WHEREAS, Increased funding is being provided to elementary schools with the expectation that student achievement will increase; now, therefore, be it

RESOLVED, That the administration develop for the Board's consideration a policy on equitable funding for all schools; and be it

FURTHER RESOLVED, That the administration develop for Board approval a three year phase in plan for increasing the per pupil amount for each school; and be it

FURTHER RESOLVED, That this plan be developed in time for the 1993-94 budget deliberations; and be it

FURTHER RESOLVED, that these funding increases be tied to a school improvement plan that delineates outcomes related to the Board goals of improving school climate and increasing student achievement.

Referred to the Committee on Finance and Facilities.

By Directors O'Neil, Johnson, Sinicki and Small:

WHEREAS, The Milwaukee Public Schools (MPS) has eleven contracts with various employee groups; and

WHEREAS, all of these contracts have expired; and

WHEREAS, the morale of the employees is important to the success of MPS; and

WHEREAS, the costs for these negotiated contracts are high and should be known prior to MPS adopting its annual budget; and

WHEREAS, voluntary settlements of contracts contribute to good labor labor relations; and

WHEREAS, good faith bargaining dictates that past policies related to negotiations should be reviewed and updated; and

WHEREAS, contract negotiations completed prior to expiration of old contracts contribute to the overall success of an organization; now, therefore, be it

RESOLVED, that the Board appoint a committee to review current procedures and make recommendations to prevent situations where contracts expire months and even years before successor contracts are settled; and be it

FURTHER RESOLVED, that contracts with employee groups be concluded prior to the MPS budget adoption; and be it

FURTHER RESOLVED, that both MPS and all bargaining units be urged to enter into around the clock negotiations so that timely voluntary settlements are reached; and be it

FURTHER RESOLVED, that if voluntary settlement:s are not reached in the timeframe detailed above, arbitration be pursued to expedite the settlement prior to the adoption of the annual budget.

Referred to the Committee on Personnel and Negotiations.

By Directors Mallory and Sinicki,

WHEREAS, at the August 4, 1992, Special Board Meeting the Superintendent proposed a budget of $334,000 for the Facilities Referendum Public Information Campaign, and

WHEREAS, at the September 9, 1992, Special Board Meeting the Board of School Directors approved a budget for the Facilities Referendum Public Information Campaign in an amount not to exceed $200,000, and

WHEREAS, surplus funds are available due to the Board's action of September 9, 1992,

WHEREAS, during the 1992-1993 budget process funds budgeted for interscholastic academic programs; i.e., forensics, debate, etc., was reduced by $50,000, and

WHEREAS, the schools have expressed a need and a desire to continue interscholastic academic programs at least equal to those of prior years; therefore,

BE IT RESOLVED, that $50,000 be transferred from the Facilities Referendum Public Information Campaign budget to the appropriate interscho1astic academic program budget account to provide funding for interscholastic academic programs.

Referred to the Committee on Finance and Facilities.

By Director Lucey:

WHEREAS, One policy of the Board of School Directors provides that for students in any of the grades K-8 attending their attendance area school, bus transportation is available only to students residing two or more miles from their school;

WHEREAS, Another policy of the Board of School Directors provides that for students in any of the grades K-8 attending a non-attendance area school, bus transportation is available to students residing only one mile from that school; and

WHEREAS, These inconsistent policies may in some instances provide parents with an incentive to enroll their children in schools other than their attendance area schools simply to obtain more convenient bus service; now therefore,

BE IT RESOLVED, That the Administration reexamine these policies establishing eligibility of students in any of the grades K-8 for bus transportation and develop a new policy to be implemented at the start of the 1993-1994 school year which will eliminate any incentive, based on the availability of bus transportation, to enroll children in schools other than their attendance area schools, and, be it

FURTHER RESOLVED, That this policy be developed and brought to the Board for review and approval in time to be disclosed to parents and the public in advance of the student assignment process for the 1993-1994 school year.

Referred to the Committee on Personnel and Negotiations.

By Director Johnson:

WHEREAS, the recently released M/WBE Disparity Study for the County of Milwaukee, City of Milwaukee and Milwaukee Public Schools presented evidence of past and current identified discriminatory conduct in the Metropolitan Milwaukee Marketplace; and

WHEREAS, the consultants found that Milwaukee remains one the most segregated large urban communities in the nation when compared to the 50 largest U.S. cities; and

WHEREAS, the consultants found that various MMSD studies and testimony from public hearings presented overwhelming evidence of current and past discrimination in the Milwaukee construction marketplace against Blacks, Hispanics and women (No evidence of discrimination against Asian and Native Americans was provided, but it was indicated that this did not mean that

such discrimination did not exist), and that the MMSD Studies may be relied upon to conclude that we all are operating within the framework of a discriminatory construction marketplace; and

WHEREAS, MPS (and the other public entities) implemented race/gender neutral (DBE) programs after the Richmond v. Croson Ruling; and

WHEREAS, the consultants found that race and gender neutral programs have not remedied the effects of past discrimination and that in many instances M/WBEs have found the criteria for DBE certification degrading; and

WHEREAS, anecdotal evidence from the Study indicates that M/WBEs have experienced discrimination in various forms and instances; and

WHEREAS, three public hearings were held at which overwhelming testimony was presented to further document discrimination; now, therefore, be it

RESOLVED, That Milwaukee Public Schools establish a race and gender based program for the following five identified groups: African Americans, Hispanic Americans, Native Americans, Asian Americans and Women; and be it

FURTHER RESOLVED, That Milwaukee Public Schools establish a race based program set aside of 30% of all awarded contracts for M/W/DBE Enterprises.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 11:15 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	382	390		2	625	13	61	63	7	1	772
K3	332	245	1	5	330	36	35	149	23		578
PK	167	102		1	179	2	30	51	6		269
K4	2188	2050	2	35	2240	202	418	1239	99	7	4240
K5	4128	3840	3	103	4504	270	859	2085	136	14	7971
01	4905	4592		112	5689	368	993	2219	113	3	9497
02	4395	4059		100	5026	325	892	2014	97		8454
03	4131	3955	1	89	4782	327	832	1971	85	1	8087
04	4015	3873		72	4645	328	858	1901	83	1	7888
05	3890	3721		97	4360	290	804	1968	92		7611
06	3904	3630	1	85	4523	261	775	1818	72	1	7535
07	3846	3623		91	4493	238	776	1792	79		7469
08	3295	3386		82	4020	208	709	1594	68		6681
09	4236	4044		127	4782	199	919	2175	78		8280
10	3469	3399		80	3854	205	696	1962	71		6868
11	2527	2765		68	2718	189	495	1761	61		5292
12	1927	2097		42	2002	153	371	1412	44		4024
13	4	4			2			6			8
Invalid	6	8			6	2	1	5			14
TOTAL	51747	49783	8	1191	58780	3616	10524	26185	1214	28	101538

Total Active Detached..... 49 (Included above) Total Suburban Transfers—5930
Total Inactive..... 642 (Not included above)

Brown Deer	173	Glendale/River Hills	133	Mequon-Thiensville	219	St. Francis	137
Cudahy	279	Greendale	264	New Berlin	109	Wauwatosa	860
Elmbrook	280	Greenfield	310	Nicolet	132	West Allis	362
Fox Point	142	Hamilton	68	Oak Creek	289	Whitefish Bay	400
Franklin	400	Maple Dale-Indian Hills	83	Shorewood	292	Whitnall	265
Germantown	39	Menomonee Falls	324	South Milwaukee	370		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1593	87.0	126.3	5.0	Milwaukee Tech	1832	89.5	137.9	4.0
Custer	1152	79.6	102.6	5.0	North Division	924	76.8	88.2	4.0
Hamilton	1884	93.0	142.0	5.0	Pulaski	1595	78.6	112.6	5.0
Juneau	871	90.2	76.8	3.0	Riverside	1477	90.7	121.9	5.0
King	1216	95.8	84.7	4.0	South Division	1719	82.5	159.3	5.0
Madison	1349	80.0	114.5	5.0	Vincent	1397	85.5	108.1	5.0
Marshall	1231	90.7	109.9	5.0	Washington	1617	85.8	136.6	5.0
MHSA	850	90.5	73.3	3.0	TOTAL	20707	86.5	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	959	93.4	84.2	3.0	Muir	944	92.5	87.0	4.0
Bell	932	91.2	79.7	3.0	Parkman	527	88.5	54.8	3.0
Burroughs	928	92.2	82.3	4.0	Robinson	528	94.8	51.7	2.0
Edison	831	92.6	84.2	3.0	Roosevelt	644	94.9	52.0	3.0
Fritsche	1023	93.7	91.8	4.0	Sarah Scott	657	91.4	61.0	3.0
Fulton	646	89.8	61.1	3.0	Sholes	868	90.6	78.1	3.0
Grand Avenue	641	92.3	66.5	3.0	Steuben	926	93.7	73.0	4.0
Kosciuszko	748	87.2	81.5	4.0	Walker	816	90.0	76.0	3.0
Lincoln	639	90.8	55.5	3.0	Webster	1002	92.3	85.2	4.0
Milw.Ed.Center	490	92.0	47.1	3.0	Wright	749	93.5	69.4	3.0
Morse	1224	94.5	85.9	4.0	TOTAL	16722	92.1	1508.0	69.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	386	93.8	24.1	1.0	Humboldt Park	563	96.1	41.4	2.0
Allen Field	991	95.0	79.9	2.0	Irving	665	95.0	51.7	2.0
Auer	632	94.6	63.4	2.0	Kagel	393	96.6	42.9	1.0
Barton	554	96.3	37.0	2.0	Keefe Av.	649	93.4	65.4	2.0
Brown Street	542	94.9	70.6	2.0	Kilbourn	413	96.1	40.1	1.0
Browning	409	95.5	38.3	1.0	Kluge	555	94.5	45.2	2.0
Bruce	531	94.3	39.5	2.0	LaFollette	639	94.2	62.4	2.0
Bryant	590	93.6	40.7	2.0	Lancaster	582	95.2	38.4	2.0
Burbank	574	94.7	32.7	2.0	Lee	635	92.9	58.2	2.0
Burdick	495	94.0	46.4	1.0	Lincoln Av.	666	93.7	43.4	2.0
Carleton	471	99.7	33.7	1.0	Lloyd St.	553	95.1	41.2	2.0
Cass	610	92.4	50.5	2.0	Longfellow	656	95.6	44.3	2.0
Clarke	489	94.7	50.6	2.0	Lowell	292	93.5	19.5	1.0
Clemens	422	94.2	33.0	2.0	MacDowell	515	94.7	41.5	2.0
Clement	448	95.6	33.7	1.0	Manitoba	362	97.0	49.9	2.0
Congress	473	95.9	30.5	2.0	Maple Tree	493	96.4	32.4	2.0
Cooper	401	95.0	31.2	1.0	Maryland Av.	343	95.8	27.8	1.0
Curtin	361	95.5	26.4	1.0	McNair	288	94.3	26.7	1.0
Doerfler	666	93.5	33.5	2.0	Meir	248	96.7	19.8	1.0
Douglass	306	91.9	24.9	1.0	Milw.Im.French	388	95.8	28.4	1.0
Dover	604	94.5	53.0	2.0	Milw.Im.German	531	96.6	43.2	2.0
Dr. King	550	94.8	76.0	2.0	Milw.Im.Spanish	530	96.9	38.8	1.0
Eighty-first	449	94.6	29.6	1.0	Mitchell	789	93.2	53.0	2.0
Elm	571	96.9	41.7	1.0	Morgandale	591	96.1	48.7	2.0
Emerson	272	95.7	24.5	2.0	Multilingual	345	93.4	36.3	1.0
Engleburg	481	96.1	39.8	2.0	Neeskara	416	96.2	37.4	1.0
Fairview	537	95.3	54.1	2.0	Ninety-fifth	320	93.6	26.3	1.0
Fernwood	459	92.9	33.9	2.0	Palmer	614	93.4	62.1	2.0
Fifty-third	400	96.8	32.3	1.0	Parkview	390	95.3	30.2	1.0
Forest Home	946	95.5	74.2	2.0	Philipp	342	94.5	29.8	1.0
Franklin	620	94.9	57.8	2.0	Pierce	546	92.9	61.2	2.0
Fratney	369	97.1	42.7	1.0	Riley	659	96.8	47.5	2.0
Gaenslen	694	93.0	86.6	2.0	River Trail	345	95.1	25.5	1.0
Garden Homes	500	94.9	44.4	2.0	Seventy-eighth	547	93.2	44.7	2.0
Garfield	434	96.0	37.8	1.0	Sherman	571	97.8	38.3	2.0
Garland	367	93.5	23.9	1.0	Siefert	607	93.6	54.8	2.0
Goodrich	425	95.5	28.2	2.0	Silver Spring	365	94.0	28.9	1.0
Grant	575	96.0	38.0	2.0	Sixty-fifth	372	95.8	29.7	1.0
Grantosa	610	95.5	49.9	2.0	Starms	369	92.4	37.0	1.0
Granville	419	95.0	32.6	2.0	Story	513	96.0	45.2	2.0
Green Bay Av.	563	93.8	58.2	2.0	Stuart	312	96.1	26.8	1.0
Greenfield	401	96.1	33.1	1.0	Thirty-eighth	562	96.3	37.3	2.0
Hampton	579	95.1	40.7	2.0	Thirty-fifth	354	94.7	23.6	1.0
Happy Hill	487	94.2	31.4	2.0	Thirty-first	498	96.3	38.5	2.0
Hartford	613	98.4	41.6	2.0	Thirty-seventh	522	92.5	49.7	2.0
Hawley	323	95.8	23.3	1.0	Thoreau	707	95.4	52.2	2.0
Hawthorne	342	95.4	24.5	2.0	Thurston Woods	369	93.3	29.6	1.0
Hi-Mount	475	94.9	27.5	1.0	Tippecanoe	237	95.6	18.5	1.0
Holmes	742	92.5	79.4	2.0	Townsend	505	96.7	37.0	1.0
Honey Creek	351	95.2	26.9	1.0	Trowbridge	381	93.3	33.4	1.0
Hopkins	791	94.1	60.0	2.0	Twenty-first	588	95.9	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	651	93.8	57.4	2.0	Whitman	426	93.7	37.0	1.0
Urban Waldorf	312	96.2	28.9	1.0	Whittier	207	97.2	12.3	1.0
Victory	475	95.7	40.5	2.0	Wisconsin Av.	701	95.5	46.7	2.0
Vieau	624	95.8	63.8	2.0	Zablocki	590	95.6	50.0	2.0
Wheatley	741	94.0	61.8	2.0	TOTAL	55722	95.0	4600.6	176
OTHER SCHOOLS									
Craig	112	76.3	58.0	1.0	Manitoba Ortho.	119	92.9	.0	.0
Demmer	68	72.6	6.2	.0	Phoenix Alt. HS	127	60.7	10.5	1.0
Hayes	118	70.6	40.0	1.0	Pleasant View	121	79.0	44.0	1.0
Kilmer	210	84.5	20.3	1.0	Sixty-eighth	143	68.7	15.3	1.0
Lady Pitts	173	66.2	33.5	1.0	Stay	105	79.3	9.3	1.0
Lapham Park	92	75.4	16.5	1.0	Commun. Based	1058		33.0	.0
Lavarnway	11	94.3	7.2	1.0	TOTAL	2457	75.0	293.7	10.0
					MPS TOTAL	95608	92.3	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1992
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	2210	26	23	0	350	4	936	20	39	0	3600	51	3651
Emotion. Dist.	25	2	1402	48	2	0	122	4	513	28	26	1	2090	83	2173
Autistic	1	0	73	6	1	0	3	1	45	1	2	0	125	8	133
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	39	40	1	0	6	7	15	36	0	1	62	84	146
Physically Hdcp.	3	0	272	129	16	3	59	11	192	121	7	7	549	271	820
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	88	26	19	2	16	5	92	18	11	0	229	51	280
Mentally Ret.	10	3	1327	202	13	10	148	27	364	105	12	4	1874	351	2225
Speech/Language	38	21	2070	1408	55	41	299	235	1095	698	37	43	3594	2446	6040
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	123	27	7481	1885	130	56	1003	294	3252	1027	134	56	12123	3345	15468
Ethnic Totals	150		9366		186		1297		4279		190		15468		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 5, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:44 PM.

Present—Directors Bills, Lucey, O'Connell, O'Neil, Sinicki, Small and President Mitchell—7.

Absent and excused—Directors Johnson and Mallory—2.

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

October 1 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:30 PM, Monday, October 5, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) considering and taking action to schedule special Board meetings for worksessions, public hearings, and adoption of the 1992-2001 Facilities Master Plan and 2) conducting a work session on the 1992-2001 Facilities Master Plan.

RONALD J. VAVRIK
Interim Secretary-Business Manager

The Superintendent and Interim Secretary-Business Manager recommended that the Board hold worksessions on the Facilities Master Plan on October 13 and 22, a public hearing on the Plan on October 19, and a meeting on November 4 to act on the Plan.

Director Bills moved concurrence with the Superintendent's and Interim Secretary-Business Manager’s recommendation, with the decision meeting on Wednesday, November 4.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 10:08 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 12, 1992

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

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

Absent and excused—Directors Johnson, Mallory, O'Connell and Small—4.

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

October 8, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, October 12, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, relative to taking action to change the date of the October Board meeting.

This meeting immediately precedes the Special Board meeting scheduled for 6:15 PM.

RONALD J. VAVRIK
Interim Secretary-Business
Manager

Director Lucey moved that the October Board meeting be held November 2, 1992.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 6:14 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 12, 1992

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

Present—Directors Bills, Lucey, Mallory (6:24), O'Connell (6:31), O'Neil, Sinicki, and President Mitchell—7.

Absent and excused—Directors Johnson and Small—2.

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

October 8, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, October 12, 1992, at 6:15 PM or immediately upon conclusion of the Special Board meeting scheduled for 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

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

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

RONALD J. VAVRIK
Interim Secretary-Business Manager

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 Bills, Lucey, O'Neil, Sinicki, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 6:17 PM.

The Board adjourned from executive session at 7:32 PM.

RONALD J. VAVRIK

Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 19, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:13 PM.

Present—Directors Bills, Lucey, Mallory (8:21), O'Neil, Sinicki, Small and President Mitchell—7.

Absent and excused—Directors Johnson and O'Connell—2.

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

October 8, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Monday, October 19, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the 1992-2001 Facilities Master Plan.

RONALD J. VAVRIK
Interim Secretary-Business Manager

The Board proceeded to give hearing to interested parties relative to the 1992-2001 Facilities Master Plan.

The Board adjourned at 8:56 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 1992

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

Present—Directors, Lucey, O'Connell, O'Neil, Sinicki, Small and Vice-President Bills—6.

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

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

October 21, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Thursday, October 22, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

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

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 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, Lucey, O'Neil, Sinicki, Small and Vice-President Bills—5.

Noes—None.

Temporarily Absent—Director O'Connell—1.

The Board retired to executive session at 6:17 PM.

The Board adjourned from executive session at 7:03 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 2, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:33 PM.

Present—Directors Bills, Johnson (7:52), Lucey, Mallory (6:49), O'Connell, O'Neil, Sinicki (6:54), Small and President Mitchell—9.

Absent and excused—None.

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

October 30, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, November 2, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing, reviewing, and possibly taking action on the reports from Deloitte Touche relative to 1) the study of the Milwaukee Board of School Directors' operational structure and procedures and 2) the study of the Milwaukee Public Schools' budget process.

This meeting immediately precedes the regular meeting of the Board of School Directors scheduled for 8:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

CHANGE IN MEETING PURPOSE

Director O'Connell moved to accept the reports.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:09 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 2, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:20 PM.

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

Absent—None.

SPECIAL ORDER OF BUSINESS

RESOLUTION

By Directors Bills and Mallory, on behalf of the Board of School Directors:

WHEREAS, The Council of Great City Schools held its annual fall conference in Milwaukee from October 26 through November 1, 1992; and

WHEREAS, Over three hundred delegates attended the conference from the member districts of the organization; and

WHEREAS, The Milwaukee Public Schools was the host for the conference; and

WHEREAS, Many staff members of the district spent countless hours of their own time preparing for the conference and serving as hosts to the delegates from the various cities around the country; and

WHEREAS, It was the concensus of the conference participants that the conference ran smoothly; and

WHEREAS, Many conference participants expressed great pleasure with the assistance they received from district staff; now, therefore, be it

RESOLVED, That the Board commend the staff members involved in the conference for their dedication, time and hard work, and for a job well done.

Adopted by unanimous consent.

APPROVAL OF MINUTES

The minutes of the September 30, 1992 regular Board meeting were approved as printed.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Request from the City of Milwaukee to grant an easement to the Wisconsin Electric Power Company at Sarah Scott Middle School.

Referred to the Committee on Finance and Facilities.

COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

November 2, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

EXTENSION OF AGREEMENT FOR NEGOTIATIONS SERVICES

In 1989, the Milwaukee Board of School Directors entered into a three year agreement with the law firm of Quarles and Brady for services in the area of contract negotiations. At that time, the Board approved a fee structure for the first two years, with the last year to be negotiated later.

On December 18, 1991, the Board approved the third year of the agreement (for 1991-1992) along with a new fee structure.

The City Attorney has prepared an extension to the Quarles and Brady agreement for negotiations which includes the new hourly rates for the 1992-1993 year.

It is recommended that the agreement with Quarles and Brady be extended to cover the term June 1, 1992, to May 31, 1993.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

(attachment)

Director O'Connell moved to approve the recommendation of the Superintendent and Interim Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

November 2, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Notice of Claim against the Milwaukee Public School District, filed by Mr. Jerome F. Statkus, attorney, on behalf of Sabrina LaShella Robbins who allegedly sustained personal injuries while a passenger on a school bus owned by Suburban Service d/b/a Bestway Bus Company on February 23, 1990.

Claim is made in the sum of $500,000.

The CNA Insurance Company which was the carrier of the Board's general comprehensive liability insurance at the time of the alleged injuries has requested that the Board disallow this claim.

I, therefore, 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,

RONALD J. VAVRIK
Interim Secretary-Business Manager

(above-mentioned document attached)

On the motion of Director O'Connell, the claim was denied, the vote being the same as that preceding:

Ayes—9; Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

November 2, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

DESIGNATION OF THE BOARD'S AUTHORIZED REPRESENTATIVE TO ACT ON MATTERS PERTAINING TO PUBLIC LAW 81-874

Public Law 81-874 provides assistance to school districts for pupils residing on federal properties, pupils whose parents are employed on federal properties and pupils whose parents are in the uniform services. Milwaukee Public Schools has included $100,000 within the 1992-93 budget in anticipation of the receipt of funds from Public Law 81-874.

Federal regulations require that school districts applying for Public Law funds must annually file a resolution approved by the Board of School Directors authorizing an individual to make representations and commitments on behalf of the District. In 1991-1992, the Board authorized Ms. Suzanne Lundin, Secretary-Business Manager, to perform this function.

Gilman Thompson, Manager, Department of Finance, Division of Budget, has been responsible for gathering the required information and filing the application with the Department of Education since 1968.

I am, therefore, recommending that the Board authorize Mr. Gilman Thompson, Manager, Department of Finance, Division of Budget, to file an application, make representations and commitments and sign documents on behalf of the District as required by the Department of Education under Public Law 81-874.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director O'Connell moved to approve the Superintendent's recommendation.

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

Ayes—9; Noes—None.

(Item 2)

November 2, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The Finance and Facilities Committee requested the administration to determine the impact on the racial balance of Twenty-first Street Teacher/Pupil Learning Center and Lloyd Street Multi-Unit/Global Education School if the five-year-old kindergarten students from Frances Starms receive a preference to attend Twenty-first Street or Lloyd Street Schools following their kindergarten year. This matter is before the Board as Item 10 of the Report of the Finance and Facilities Committee, pages 24-25.

The composition of the five-year-old kindergarten classes at the three schools is as follows:

SCHOOL	% OF AFRICAN-AMERICANS	NUMBER OF AFRICAN AMERICANS	NUMBER OF NON AFRICAN-AMERICANS	# OF GRADE 1 OPENINGS FOR STARMS	TOTAL
Lloyd	74	37	13	39	50
Starms	78	89	25		114
Twenty-first	63	46	26	26	72

If first grade seats at Lloyd Street and Twenty-first Street Schools are allocated to Frances Starms five-year-old kindergarten students, Lloyd Street and Twenty-first Street Schools will maintain racial balance by allocating the remaining seats to the racial group that would ensure racial balance.

Based on the information presented, the administration recommends that Frances Starms grade organization and feeder schools be approved as follows:

1. That the Board approve a change in the Frances Starms Early Childhood Center to a three-year-old kindergarten through five-year-old kindergarten organization. (No change from original recommendation.)

2. That the Board establish Twenty-first Street Teacher/Pupil Learning Center and Lloyd Street Multi-Unit/Global Education School as a feeder school for exiting five-year-old kindergarten students at Frances Starms Early Childhood Center. Enrollment preference will be based on the number of seats available to Frances Starms students **and the maintenance of racial balance for the grade one classes at Lloyd Street and Twenty-first Street Schools.** A random selection will be used when the number of Frances Starms applicants exceed the number of available seats for Frances Starms students. (Bold print indicates new language.)

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

(Item 3)

November 2, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

AWARD OF CONTRACTS FOR THE FIRST PROGRAM

The Item regarding award of contracts for the FIRST Program was reported out of Committee without recommendation pending completion of an audit of the agencies involved (Report of the Finance and Facilities Committee, Item 3).

Both of the agencies involved—SER Jobs for Progress and Northcott Neighborhood House—meet MPS standards for this program. Both agencies have been involved with the program for two years, and will be providing only services for this program. They are not providing an alternative education program.

I am recommending that the Board award the contracts to these two agencies, based on their demonstrated past ability to meet the program's objectives and the fact that they are currently in complete compliance for the implementation of the program.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of September 2 through September 30, 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. 4310 to 7380, inclusive

Payrolls (net of withholdings)	$17,178,941.19	
Accounts	$29,877,812.70	
		$47,056,753.89

CONSTRUCTION FUND

Accounts, Voucher Nos. 196 to 310, inclusive

Accounts	$1,558,260.41

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 257 to 334, inclusive

Payrolls (net of withholdings)	$126,968.29	
Accounts	$168,201.32	
		$295,169.61

TOTAL $48,910,183.91

JOYCE MALLORY

Chair

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

Ayes—9; Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 report:

REPORT NO. 1

(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 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, effective as of the dates indicated.

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Carmen Ayala Allen-Field $12,551.33/yr.	Clerk Typist I (New position)	10-05-92
Joan Bearder School Administrative Support & Accountability	Clerk Typist I $15,138.50/yr. (New position)	09-21-92
Laura Greer Parkman	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	09-16-92
Nancy Hibbard Honey Creek	School Secretary I $14,944.00/yr. (Replacement for resignation)	10-05-92
Victoria Spinks Wisconsin Avenue	School Secretary I $14,944.00/yr. (New position)	10-07-92
Rose Tolson School Secretary I Burbank	10-12-92 $17,879.11/yr. (Replacement for transfer)	

PROMOTIONS

Ernice Brown C & I	School Secretary II $19,409.26/yr.	10-05-92
Patricia Campbell Ex. Ed. & Supp. Services	Associate School Nurse $14,675.00/yr.	09-28-92
Dawn Finnegan Maple Tree $11,806.56/yr.	Food Service Manager I	09-18-92
Kristine GoffFood Service Manager II Elm	09-18-92 $13,353.23/yr.	
Diane Kulpa School Secretary II Ex. Ed. & Supp. Services	08-31-92 $22,809.80/yr.	
Victoria Mallak Financial Services	School Secretary II $22,809.80/yr.	10-07-92
Rose Audi Neeskara	Food Service Manager II $12,666.91/yr.	09-25-92
Michael Schicker North Division	Building Service Helper II $18,706.48/yr.	09-14-92

CHANGES IN STATUS

Sonia Dixon # Garfield	Clerk Typist I $12,551.33/yr.	10-12-92
Beverly Gray ¢ Ex. Ed. & Supp. Services	School Secretary I $24,798.80/yr.	10-05-92
Rachel LeFlore * Morse	School Secretary I $16,706.00/yr.	09-28-92
Theresa Lipuma # Human Relations	Clerk Typist I $17,305.86/yr.	03-02-92
Susan McKenna = Clement	Food Service Manager II $13,857.05/yr.	09-23-92
Cecile Narlock * Lowell	School Secretary I $18,240.44/yr.	09-28-92
Cynthia Radloff * Honey Creek	School Secretary I $18,431.78/yr.	09-14-92
Doris Stachowski * Milw. French Immersion	School Secretary I $18,240.44/yr.	10-05-92

\# From substitute to regular
¢ From a 10 month to a 12 month position
* From a 12 month to a 10 month position
= Voluntary demotion from Food Service Manager III to Food Service Manager II

* * * * *

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

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Rafael Acevedo Bilingual Elementary	B	23,113	0	08-27-92
(r)	Terry L. Adams Kindergarten	B	26,580	3	08-26-92
(nr)	Susan M. Amstadt Upper Elementary	B	23,113	0	08-27-92
(r)	Craig Auterman Elementary	B	23,113	0	08-26-92
(r)	Maria A. Bamiagis Bilingual/Spanish	C	26,117	0	08-26-92
(nr)	William Bock Reading	B	23,113	0	08-26-92
(r)(b)	Margaret Damiano-Lantz Speech Pathologist	E	38,379	8.2	09-03-92
(r)	Charles J. Davison ESL	B	23,113	0	08-27-92
(r)	Amy C. Donohue L.D.	B	23,113	0	08-27-92
(nr)	Susan K. Duke Upper Elementary	B	23,113	0	08-26-92
(r)	Karen M. Erdtmann Art	B	23,113	0	08-27-92
(r)	Yolanda S. Estante Music	B	25,424	2	08-26-92
(nr)	Lisa M. Evans Librarian	B	23,113	0	08-26-92
(nr)	Annette M. Feldner Kindergarten	B	23,113	0	08-26-92

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Sara J. Gau Kindergarten	B	23,113	0	08-26-92
(r)	Kristen L. Granzow Art	B	23,113	0	08-26-92
(nr)	Susan J. Heule Reading	B	23,113	0	08-26-92
(r)	Barbara M. Hickling Upper Elementary/Social Studies	B	23,113	0	08-26-92
(r)	Stuart M. Howland Art	C	26,117	0	08-26-92
(r)	Erin K. Johnson Upper Elementary	B	25,424	2	08-26-92
(nr)	Jerry L. Johnson Upper Elementary	B	23,113	0	08-26-92
(nr)	Shannon L. Kilton Upper Elementary	B	23,113	0	09-01-92
(nr)	Annette Knutson E.D.	B	23,113	0	08-27-92
(r)	Thomas R. Kowalczyk ESL	C	26,117	0	08-26-92
(r)	Diane N. Kremkau Kindergarten	B	23,113	0	08-26-92
(r)	Steven Krey Physical Education	B	24,268	1	08-26-92
(r)	Tracy M. Laster E.D.	B	23,113	0	08-26-92
(r)	Kathryn W. Lerner Elementary	B	26,580	3	08-26-92
(r)(a)	Pierre E. LeSage E.D.	B	31,200	8.3	08-26-92

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Norine A. Manske Kindergarten	B	23,113	0	08-26-92
(r)	Kerry W. Mayer E.D.	B	31,200	7	08-26-92
(r)	Nancy A. Mehl Elementary	B	23,113	0	09-01-92
(r)	Sarah J. Mitchell Reading	C	26,117	0	09-01-92
(nr)	Michelle A. Molling L.D.	B	23,113	0	09-04-92
(r)	Penney J. Morse Upper Elementary/Social Studies	B	24,268	1	08-26-92
(nr)	Daniel D. Murray Upper Elementary	B	28,891	5	08-26-92
(nr)	Joylyn Nemeth Upper Elementary	B	23,113	5	08-28-92
(nr)	Richard J. Neustifter Upper Elementary-Science	B	28,891	5	08-26-92
(nr)	Donna J. Niedzialkowski E.D.	B	23,113	0	08-31-92
(nr)	Robert J. Nusbaum Bilingual/Elementary	B	23,113	0	08-28-92
(r)	Noel A. Orengo Bilingual/Elementary	B	23,113	0	08-26-92
(r)	Jorge L. Pacho Bilingual/Spanish	B	24,268	1	08-27-92
(r)	William D. Pierce E.D.	B	23,113	0	08-27-92
(nr)	Beth A. Puestow Upper Elementary	B	31,200	7	08-26-92

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Michael Rakowiecki Music	B	23,113	0	08-26-92
(nr)	Katherine M. Redman Kindergarten	B	23,113	0	08-26-92
(r)	Roxane R. Reszel Kindergarten	B	23,113	0	08-26-92
(r)	Carmen Reyes-Webb Bilingual/Upper Elementary	B	23,113	0	08-26-92
(r)	Vicki L. Runnoe Physical Education	B	23,113	0	08-27-92
(r)	Michele A. Scallon EC:EEN	B	23,113	0	08-26-92
(nr)	Bonnie J. Schaeve Upper Elementary	B	23,113	0	08-26-92
(nr)(b)	Mary L. Soref Music	C	43,799	14.3	08-26-92
(r)	Mary C. Stefanik Reading	B	23,113	0	08-26-92
(r)	Laura E. Stewart Music	B	23,113	0	08-26-92
(r)	Lori A. Ullrich EC:EEN	B	23,113	0	08-26-92
(r)	Mario G. Valladares Bilingual/Kindergarten	B	23,113	0	08-26-92
(r)	Maureen B. Vedder Art	B	24,268	1	08-31-92
(nr)	Christine H. Warren EC:EEN	B	23,113	0	08-26-92
(nr)	Dawn M. Wilkum Upper Elementary	B	23,113	0	08-26-92

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Donn E. Woolweber Music	B	28,891	5	08-26-92
(nr)	Lory L. Wycklendt EC:EEN/C.D.	B	23,113	0	08-26-92
(nr)	Jillian K. Zacher Elementary	B	23,113	0	09-03-92
(nr)	Karen M. Zakowski Reading	B	23,113	0	08-26-92
	Effective between September 8, 1992, and September 18, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Kathleen S. Arts Elementary	B	23,113	0	09-08-92
(r)	John C. Bril Occupational Therapist	B	23,113	0	09-08-92
(r)	Vanessa R. Cheatham Music	B	23,113	0	09-14-92
(nr)	Kevin Haddon Upper Elementary	B	27,735	4	09-16-92
(nr)	Leola L. Hickson L.D.	B	26,580	3.5	09-08-92
(r)	Beth J. Hoeltke Tech Ed	B	23,113	.5	09-18-92
(nr)	Tami S. Molenda Upper Elementary	B	23,113	0	09-15-92
(r)	Nicholas C. Schuster Social Studies/Graphic Arts	B	23,113	0	09-14-92
(nr)	Lisa E. Sherman-Colt Dance	B	23,113	0	09-08-92
(nr)	Marsha G. Shive L.D.	B	23,113	0	09-08-92

	Teachers—Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 8, 1992, and September 18, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Thomas C. Thompson C.D.	B	23,113	0	09-08-92
(nr)	Mary C. Woytych L.D.	B	23,113	0	09-09-92

	School Social Worker—Schedule 02	Salary	Years of Experience Credit	Start Date
	Effective September 8, 1992 and September 18, 1992, payroll:			
(nr)	Mark A. Finne	32,844	0	09-10-92
(r)	Karen M. Webb	32,844	0	09-14-92
	Effective September 21, 1992 and October 1, 1992, payroll:			
(r)	Callie Hayes	32,844	0	09-28-92

	School Psychologists—Schedule 05	Salary	Years of Experience Credit	Start Date
	Effective September 8, 1992 and September 18, 1992, payroll:			
(r)	Lisa A. Knudson	31,345	0	09-08-92

(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 individual be promoted to the certificated classification indicated, effective upon assignment following approval by the Board:

(r)	Glen Stavens	Assistant Principal Story Elementary School	Schedule III, Range 10D $43,797.00

r—Resident

* * * * *

(ITEM 4) Your Committee recommends that the following individuals be appointed or promoted to the classified classifications indicated, effective upon assignment following approval by the Board:

(r)	Joseph Roca	Manager of Operation Services Facilities and Maintenance Services	Schedule III, Range 10A $52,066.08
(nr)	Steven Wilkiewicz	Area Supervisor, Operation Services Facilities and Maintenance Services	Schedule III, Range 7A $40,700.00

r—Resident
nr—Non-resident

* * * * *

(ITEM 5) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1993:

Joanell Barth	Riley	August 26, 1992
Diane Kulas	27th St.	September 14, 1992

Illness leave, to June, 1993:

John Niskanen	North Division	August 26, 1992

Maternity Leave, to June, 1993:

Kristine Barrett	Barton	September 28, 1992
Diane Cordova	37th St.	August 26, 1992
Margaret Kegley	Lee	October 26, 1992
Laura Rothman	Sarah Scott	August 26, 1992

Personal Leave, to January 1993:

Christi Weiland	Hamilton	September 2, 1992

Personal Leave, to June, 1993:

Timothy Aydelot	Day to Day	November 10, 1992
Gilbet Rodriguez	Lincoln Center	August 26, 1992
Paul Stafford	Palmer	September 23, 1992

Extension of Leave for Illness, to June, 1993:

Joyce Boneck	On Leave	August 26, 1992
Joy Camp	On Leave	August 26, 1992
Catherine Fusi	On Leave	August 26, 1992

* * * * *

(ITEM 6) Your Committee reports that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Location	Date
Anna Blanco	South	08-25-92
Ardyce Fangmann	Goodrich	09-11-92
Jill K. Jensen	On Leave	08-25-92
Brenda V. Johnston	Dover	08-24-92
Corinne Kirsch	Lincoln Middle	08-25-92
Roberta G. Myles	88th Street	08-25-92
John O. Niskanen	North	09-08-92
John P. Paul	Grand	09-18-92
Michael P. Scheib	Alt. & Voc. Ed.	08-25-92
Deborah St. Aubin-Elborough	Muir	09-11-92
Marci B. Stanzel	On Leave	09-14-92
Christine M. Stevens	Milw H.S. of the Arts	08-25-92
Roger R. Struck.	EESS Center	10-30-92
Sylvia J. Wollemann	Barton	10-23-92
Lillie Wright	On Leave	09-16-92
Emma L. York	EESS Center	12-08-92

* * * * *

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

At its meeting of August 26, 1992 (Proc., pp. 217-218; 220), the Board authorized the entering into a lease agreement for one year with the New Covenant Missionary Baptist Church for the property at 3814 West North Avenue, at a cost not to exceed $31,200. This lease was to provide space for the Amelia N. Baker Preparatory Academy (formerly Mary Ryan School).

As a result of the negotiations with New Covenant, plant operation services furnished by the Lessor were not able to be included in the lease as is customary in most leases. In order to provide cleaning services it will be necessary to seek authorization for new position authority of 0.25 FTE Building Service Helper I to be added to the Department of Facilities and Maintenance Services budget. The cost for this position is $2,470 plus $1,330 for fringe benefits and $200 for supplies. It is anticipated that the costs can be absorbed in existing accounts due to employee turnover.

Your Committee recommends that authorization be given to create an additional 0.25 Building Service Helper I position within the Department of Facilities and Maintenance Services.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on September 30, 1992 (Proc., p. 287), the Board referred the following resolution, which was introduced by Director Bills, to the Personnel and Negotiations Committee:

WHEREAS, One of the goals of school integration is to develop integrated neighborhoods; and

WHEREAS, A number of neighborhoods in Milwaukee are currently integrated; and

WHEREAS, It is in the best interest of the community to maintain these integrated neighborhoods; and

WHEREAS, The student assignment process should not work to destabilize integrated neighborhoods but rather to maintain them; now therefore be it

RESOLVED, That the administration develop a definition of an integrated neighborhood, taking into account the ethnic diversity of the city; and be it

FURTHER RESOLVED, That the administration include in the student assignment process for the 1993-94 school year provisions for preserving integrated neighborhoods; and be it

FURTHER RESOLVED, That these provisions include guaranteed assignment to the neighborhood school, within space limitations, for students of families moving into an integrated neighborhood.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted with the phrase moving into changed to moving into or residing in in the last resolved, and that the administration bring back at next month's meeting a recommended definition of an integrated neighborhood and identify those neighborhoods that would fit that definition.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

At its meeting on September 30, 1992 (Proc., p. 289), the Board referred the following resolution, which was introduced by Director Lucey, to the Personnel and Negotiations Committee:

WHEREAS, One policy of the Board of School Directors provides that for students in any of the grades K-8 attending their attendance area school, bus transportation is available only to students residing two or more miles from their school;

WHEREAS, Another policy of the Board of School Directors provides that for students in any of the grades K-8 attending a non-attendance area school, bus transportation is available to students residing only one mile from that school; and

WHEREAS, These inconsistent policies may in some instances provide parents with an incentive to enroll their children in schools other than their attendance area schools simply to obtain more convenient bus service; now therefore,

BE IT RESOLVED, That the Administration reexamine these policies establishing eligibility of students in any of the grades K-8 for bus transportation and develop a new policy to be implemented at the start of the 1993-94 school year which will eliminate any incentive, based on the availability of bus transportation, to enroll children in schools other than their attendance area schools, and, be it

FURTHER RESOLVED, That this policy be developed and brought to the Board for review and approval in time to be disclosed to parents and the

public in advance of the student assignment process for the 1993-94 school year.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration explore our present policies and procedures on transportation and their impact and bring back to the Board alternatives and recommendations.

* * * * *

(ITEM 10) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting on September 30, 1992 (Proc., p. 288), the Board referred the following resolution, which was introduced by Directors O'Neil, Johnson, Sinicki and Small, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Public Schools (MPS) has eleven contracts with various employee groups; and

WHEREAS, all of these contracts have expired; and

WHEREAS, the morale of the employees is important to the success of MPS; and

WHEREAS, the costs for these negotiated contracts are high and should be known prior to MPS adopting its annual budget; and

WHEREAS, voluntary settlements of contracts contribute to good labor labor relations; and

WHEREAS, good faith bargaining dictates that past policies related to negotiations should be reviewed and updated; and

WHEREAS, contract negotiations completed prior to expiration of old contracts contribute to the overall success of an organization; now, therefore, be it

RESOLVED, that the Board appoint a committee to review current procedures and make recommendations to prevent situations where contracts expire months and even years before successor contracts are settled; and be it

FURTHER RESOLVED, that contracts with employee groups be concluded prior to the MPS budget adoption; and be it

FURTHER RESOLVED, that both MPS and all bargaining units be urged to enter into around the clock negotiations so that timely voluntary settlements are reached; and be it

FURTHER RESOLVED, that if voluntary settlements are not reached in the timeframe detailed above, arbitration be pursued to expedite the settlement prior to the adoption of the annual budget.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be placed on the agenda of the Board at one of the Board strategic planning sessions, so that the Board could speak to the resolution in that context and that the administration develop a proposal with respect to what kind of a committee it would appoint to address the suggestions in the resolution.

* * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent and Secretary-Business Manager on the following matters. These reports have been made a part of the minutes of your Committee's meeting of October 12, 1992.

A. Affirmative Action Report for September, 1992.
B. Status Report on the Development of a System of Schools Document, Including a Parental Involvement Component.
C. Report on Professional Development Activities for Principals and Assistant Principals.

* * * * *

Separate consideration having been requested of Items 1, 2, 4 and 9, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report, relating to classified personnel appointments, having been set aside for separate consideration, Director Johnson moved for adoption of the report.

The motion prevailed, 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—8; Noes—0.

Item 4 of the report, relating to classified administrative appointments and promotions, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

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

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

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

Voting "present"—Director Bills—1.

Item 9 of the report, relating to transportation policies, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Lucey moved to amend the report to provide that the administration review the policy for all levels, K through 12 (instead of K through 8), and that the

administration report back to the Board on its recommendations in time so that they could be incorporated in connection with the student assignment process for the 1993-94 school year.

The amendment was adopted, the vote being as follows:

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

Noes—Director Bills and President Mitchell—2.

Voting "present"—Director Mallory—1.

Temporarily absent—Director O'Connell—1.

The motion as amended prevailed, the vote being as follows:

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

Noes—Director Bills and Small and President Mitchell—3.

Voting "present"—Director Mallory—1.

Temporarily absent—Director O'Connell—1.

* * * * *

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part IV, Section N (1)(e)(1), of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of an appeal of disciplinary action of termination of the employment of Linda Boucher, a teacher.

Your Committee reports having determined that there existed cause to terminate Linda Boucher 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 report was adopted, the vote being as follows:

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

Noes—None.

* * * * *

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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:

At its meeting on April 22, 1992, a research plan, responding to a resolution by Director Small regarding identification and replication of successful specialty programs, was presented to the Board. The plan was proposed to identify programs with the highest rates of student academic success and to determine the critical elements that can be transported to other schools, specialty and non-specialty. The administration was asked to proceed with a study of specialty schools and report back to the Instruction and Community Relations Committee in October, 1992.

The report was prepared by the Office of Educational Research and Program Assessment and has been sent to Board members under separate cover. It identifies programs with the highest rates of success and identifies critical educational elements that are associated with higher levels of student achievement.

Your Committee recommends that the Board, administration, and the schools use this report in planning for the 1993-94 Magnet School proposal and that this information be available to school communities as they plan for new programs or future facilities.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

At the May 29, 1991, meeting of the Board of School Directors, the Administration was directed to prepare a plan to phase in two graduation requirements in the arts for students graduating from high school in 1996.

The first phase of the plan, which evolved from the *Final Report of the Task Force on the Arts in the High Schools*, directed the Curriculum Specialists in Art and Music to take the concept into discussion with high school principals, guidance counselors, and curriculum and instruction staff to determine the impact upon students, programming, school programs and other curricular areas. This was accomplished during the 1991-92 school year.

The second phase of the plan involved members of the task force and curriculum specialists in exploring an expanded list of courses which could satisfy the intent of the *Final Report* and provide a broad menu of courses which would fulfill the graduation requirements.

The response from these discussions indicated support for the concepts contained in the *Final Report*, but there was a general concern that adding two credits would create undue pressures on students, programming, some school specialty programs and other curricular areas. Upon analyzing the issues and responses, the Implementation Committee suggested modifying the original recommendation. It was felt that the intent of the Task Force Report and of the Board of School Directors would be satisfied at this time with the implementation of one unit graduation requirement in Art, Music, Dance or Theater for the graduating class of 1996. The addition of

another credit could be considered in the future based upon assessment of the impact of the one unit requirement.

The class of 1996 is currently enrolled as ninth graders. If Guidance Directors project individual students in the class of 1996 to be in jeopardy of meeting this requirement in the remaining three years, principals will be given the discretion to exercise individual case waivers. We expect that such waivers would be unusual. This option may be exercised on an individual basis only and only for the class of 1996. Guidance personnel will be encouraged to make every effort to program all students to meet the requirement.

The implementation committee investigated budgetary implications of this recommendation. While the addition of this graduation requirement may require some realignment of staff in some high schools, and a change in teacher needs in other high schools, no increase in total staff will be needed for the one credit requirement. Therefore no additional fiscal support is anticipated.

Your Committee recommends that the Board change the graduation requirements for high school students beginning with the graduating class of 1996 to include one unit of fine arts.

* * * * *

(ITEM 3) 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, 1992.

A. Report on Early Childhood Education in MPS.
B. Status Report on the Development of a System of Schools Document, Including a Parental Involvement Component.
C. Report on the Partnership School Evaluation.
D. 1991-1992 ACT and SAT Report.
E. Report on Advanced Placement and International Baccalaureate Courses and Exams for 1991-1992.
F. MPS 1992 Scholarship Report.

* * * * *

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

Ayes—9; Noes—0.

Item 2, relating to a fine arts graduation requirement, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Johnson moved to refer the item back to Committee.

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

Ayes—Directors Johnson, Lucey, Mallory, O'Connell, O'Neil and Sinicki—6.

Noes—Directors Bills and Small and President Mitchell—3.

* * * * *

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 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;

.

INTERIOR PAINTING WORK

Division 1—Franklin Pierce School
State Painting Co.; second low bidder, base bid of $61,620

Division 2—Sixty-fifth Street School
State Painting Co.; low bidder, base bid of $42,827

* * * * *

(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchase, based upon proposals received pursuant to advertisement and specifications on file:

Printing of Letterhead and Envelopes
P & C Printing; low bidder.....$31,590

Your Committee further recommends that the Business Department be, and it hereby is, authorized to make the following sole source purchases:

Kilmer School—PLATO Educational Software and Hardware
PLATO/The Roach Company $108,833

Parkman Middle School—Computer Lab
Apple Computer, 24 Macintosh LC student stations and 2 laser printers $52,309

* * * * *

(ITEM 3) The Superintendent and Secretary-Business Manager advised your Committee:

FIRST is a program designed to 1) identify and return non-attending students to school, and 2) foster parental involvement in their child's education. The program's name is an acronym derived from **F**und for the **I**mprovement and **R**eform of **S**chools and **T**eaching, a competitive grant awarding division of the U.S. Department of Education. The program is funded for $120,000 for each of three years.

FIRST staff members at Northcott Neighborhood House and SER Jobs for Progress make the services of the program available on a walk-in basis. Once a student has indicated an interest in returning to school, a staff member 1) meets with the parent/guardian to encourage their

involvement in the child's education, and 2) explores placement opportunities with the child, including an alternative education site or reinstatement at the student's last school.

Through the efforts of both CBOs contracted by MPS to implement the FIRST Program since its award in November of 1990, 391 clients -- approximately 40% parents and 60% students in keeping with the original proposal as approved by the Department of Education -- have been served by the program's staff. Of this number, 191 were assisted in the program's first year (Nov. 1, 1990—Oct. 31, 1991) and 200 were assisted during the program's second year (Nov 1, 1991—Oct. 31, 1992). The program's third and final year will again seek to assist a total of 200 clients, 100 each from both Northcott and SER. In keeping with the most recent contract approved by and between MPS, the agencies mentioned and the Department of Education, Northcott and SER will be reimbursed at a rate of $385 per client for a maximum contract amount of $38,500. Again, this is in keeping with the original proposal as approved by the Department of Education.

Both agencies have occupancy permits. An MPS standards audit is in process for both agencies and will be completed by the time of the Board meeting. Should either or both of the agencies be found in non-compliance, the administration will request at the Board meeting that the matter be returned to Committee.

The Superintendent and Secretary-Business Manager recommended that authorization be granted to award contracts to Northcott Neighborhood House and SER Jobs for Progress for the Family-School Partnership Program in the amount of $38,500 each.

Your Committee forwards these contracts to the Board out of Committee without recommendation, pending completion of the audit.

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Fernwood	PTA	$450	Pizza and soda party
Gaenslen	Jack's Lawn and Landscape, Inc.	511	Computer equipment
Goodrich	PTA	1,555	International program, field trips, teacher supplies
HS Arts	School fund	934	Computer equipment
Juneau	American Baptist Women	80	Seven calculators
LaFollette	James and Phyllis Sylvester	100	Field trips
LaFollette	Kerns' Carpets	100	Field trips
Lowell	Bonnie A. Newby, Jr.	180	60 frisbees imprinted "Say No To Drugs"
MPS	Mayor Norquist	600	100 Summerfest tickets-Dinner with the Superintendent
MPS	Pabst Brewing Company	300	50 Summerfest tickets-Dinner with the Superintendent
Pierce	Friends of Riveredge	50	Field trip
Robinson	Mr. Donald Hoene	1,500	Frisbees, mugs, mug bases, pencils and pen sets
Siefert	Speed Queen BBQ	50	Library books
Silver Spring	W. H. Brady Co.	810	Safety cadet trip to Washington, DC
Trowbridge	Ivanhoe Commandery	500	Field trips and incentives
Washington	Janice Salon	2,000	Camping award for 14 students

TOTAL	$9,720

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) The Superintendent advised your Committee that:

At its meeting on September 30, 1992 (Proc., pp. 287-288), the Board referred the following resolution, which was introduced by Director Bills, to the Finance and Facilities Committee:

WHEREAS, The 1992-1993 budget adopted by the Board insured that elementary schools had a floor of $2,050 per pupil; and

WHEREAS, The district-wide per pupil cost this year is $6,600; and

WHEREAS, It is the Board's intention to provide increased equity funding for elementary schools in future years; and

WHEREAS, Increased funding is being provided to elementary schools with the expectation that student achievement will increase; now, therefore, be it

RESOLVED, That the administration develop for the Board's consideration a policy on equitable funding for all schools; and be it

FURTHER RESOLVED, That the administration develop for Board approval a three year phase in plan for increasing the per pupil amount for each school; and be it

FURTHER RESOLVED, That this plan be developed in time for the 1993-94 budget deliberations; and be it

FURTHER RESOLVED, that these funding increases be tied to a school improvement plan that delineates outcomes related to the Board goals of improving school climate and increasing student achievement.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on September 30, 1992 (Proc., pp. 288-289), the Board referred the following resolution, which was introduced by Directors Mallory and Sinicki, to the Finance and Facilities Committee:

WHEREAS, at the August 4, 1992, Special Board Meeting the Superintendent proposed a budget of $334,000 for the Facilities Referendum Public Information Campaign, and

WHEREAS, at the September 9, 1992, Special Board Meeting the Board of School Directors approved a budget for the Facilities Referendum Public Information Campaign in an amount not to exceed $200,000, and

WHEREAS, surplus funds are available due to the Board's action of September 9, 1992,

WHEREAS, during the 1992-1993 budget process funds budgeted for interscholastic academic programs; i.e., forensics, debate, etc., was reduced by $50,000, and

WHEREAS, the schools have expressed a need and a desire to continue interscholastic academic programs at least equal to those of prior years; therefore,

BE IT RESOLVED, that $50,000 be transferred from the Facilities Referendum Public Information Campaign budget to the appropriate interscholastic academic program budget account to provide funding for interscholastic academic programs.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that $50,000 be transferred from the School Operations Contingent Fund to the appropriate interscholastic academic program budget account to provide funding for interscholastic academic programs.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on September 30, 1992 (Proc., p. 286), the Board referred a communication from the Milwaukee Teachers' Education Association to the Finance and Facilities Committee.

The communication requested that a hearing be held on the question of whether an individual school can decide to eliminate intramural activities such as chess, forensics, and debate.

Your Committee reports having given hearing to representatives of the Milwaukee Teachers' Education Association and other interested parties.

* * * * *

(ITEM 8) The Superintendent advised your Committee that :

On September 9, 1992, the Board of School Directors authorized the administration to enter into contract negotiations with the firm of Zeppos-Remsik-Mueller, Inc. to develop a public information campaign for a facilities referendum. The Board authorized that no more than $200,000 be spent on the public information campaign.

As part of the 1992-1993 budget, the Board authorized $250,000 to be set aside in the contingency fund to pay for a public information campaign related to the facilities master plan.

Your Committee recommends that $200,000 be transferred from the School Operations Contingent Fund to the Department of Public Affairs to pay for the services of Zeppos-Remsik-Mueller, Inc. and that any portion of the $200,000 that is not used be returned to the School Operations Contingent Fund.

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that:

At its meeting on September 30, 1992 (Proc., pp. 289-290), the Board referred the following resolution, which was introduced by Director Johnson, to the Finance and Facilities Committee:

WHEREAS, the recently released M/WBE Disparity Study for the County of Milwaukee, City of Milwaukee and Milwaukee Public Schools presented evidence of past and current identified discriminatory conduct in the Metropolitan Milwaukee Marketplace; and

WHEREAS, the consultants found that Milwaukee remains one the most segregated large urban communities in the nation when compared to the 50 largest U.S. cities; and

WHEREAS, the consultants found that various MMSD studies and testimony from public hearings presented overwhelming evidence of current and past discrimination in the Milwaukee construction marketplace against Blacks, Hispanics and women (No evidence of discrimination against Asian and Native Americans was provided, but it was indicated that this did not mean that such discrimination did not exist), and that the MMSD Studies may be relied upon to conclude that we all are operating within the framework of a discriminatory construction marketplace; and

WHEREAS, MPS (and the other public entities) implemented race/gender neutral (DBE) programs after the Richmond v. Croson Ruling; and

WHEREAS, the consultants found that race and gender neutral programs have not remedied the effects of past discrimination and that in many instances M/WBEs have found the criteria for DBE certification degrading; and

WHEREAS, anecdotal evidence from the Study indicates that M/WBEs have experienced discrimination in various forms and instances; and

WHEREAS, three public hearings were held at which overwhelming testimony was presented to further document discrimination; now, therefore, be it

RESOLVED, That Milwaukee Public Schools establish a race and gender based program for the following five identified groups: African Americans, Hispanic Americans, Native Americans, Asian Americans and Women; and be it

FURTHER RESOLVED, That Milwaukee Public Schools establish a race based program set aside of 30% of all awarded contracts for M/W/DBE Enterprises.

Your Committee reports having given hearing to interested parties.

Your Committee reports having held the resolution in Committee and directing the administration to appoint a broad-based committee whose task it would be to develop the steps that can be taken to remedy the equity issue regarding the award of contracts by the Milwaukee Public Schools. The committee will be composed of interested and affected parties and will review the findings of the study, determine what has been fashioned in other communities, and recommend an appropriate program and course of action for the Finance and Facilities Committee’s consideration and recommendation to the Board.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

Frances Starms Early Childhood Center is requesting to change from a three-year-old kindergarten through first grade organization to a three-year-old kindergarten through five-year-old kindergarten organization and to establish a feeder pattern for the school. Starms requests first grade enrollment preference for available seats at Lloyd Street and Twenty-first Street Schools.

Second grade is not considered an entry level for student enrollment. When the Board of School Directors approved the organization for the Early Childhood Center, it approved the organization to be three-year-old kindergarten to first grade.

The current school organization makes it difficult to find second grade placements for exiting first graders from Starms. Eleven of the twenty-seven children entering second grade in the 1992-1993 school year were still not placed after the Spring Complimentary phase of the enrollment period.

The school's parent group (PTO) is concerned that first grade children will be unable to obtain appropriate second grade placement and is requesting a five-year-old kindergarten top to the school organization.

As a result of this situation, all of the five-year-old kindergarten parents in the 1991-1992 school year requested first grade placements for their children in other schools.

Frances Starms Early Childhood Center is an innovative city-wide early childhood site with a diverse population emphasizing developmentally appropriate curriculum as defined by the National Association for the Education of Young Children (NAEYC). The following curricular models are implemented:

- The High/Scope Curriculum Approach
- Whole Language Instruction
- A Family/Team-Teaching Model
- An Inclusive Exceptional Education Model

In the 1991-1992 school year, parents of five-year-old kindergarten students attempted to provide continuity for their children's education and sought first grade placements in schools with a similar focus and curriculum.

Only a few five-year-old kindergarten parents were able to find first grade placements in those schools where philosophy and programming were compatible with Frances Starms. For most of our exiting students, parent choices were not fulfilled.

Parents of the 100 five-year-old kindergarten students now enrolled in Frances Starms Early Childhood Center are concerned about entry-level placement at a compatible elementary school.

Similarly, parents of Frances Starms 222 three-year-old kindergarten and four-year-old kindergarten students are reluctantly considering removing their children from the program at Starms prematurely in order to apply for a spot in an elementary school compatible with a program.

Without an enrollment preference plan in place, the school staff find the following to be at risk:

- The educational continuity of each student that attends Frances Starms Early Childhood Center.
- The diversity of student population which is central to programming.
- The stability of the school's innovative program which is gaining national attention.

After investigation, two sites, Lloyd Street School (Multi-Unit/Individually Guided Education) and Twenty-first Street School(Teacher-Pupil Learning Center) were found to be well matched to Frances Starms School in terms of curriculum and philosophy:

•City-Wide Programs
•Diverse Student Population
•Whole Language Approach to Reading
•Emphasis on Developmentally Appropriate Practices
•Team-Teaching Approach
•Strong Parent Component

These schools are also city-wide schools and in close proximity to Frances Starms School. These schools have sufficient first grade seats to accommodate Starms exiting five-year-old kindergarten students and parents. Staff and administration at both schools approved this plan.

The Superintendent recommended that:

1. That the Board approve a change in the Frances Starms Early Childhood Center to a three-year-old kindergarten through five-year-old kindergarten organization.

2. That the Board establish Lloyd Street School (Multi-Unit/Individually Guided Education) and Twenty-first Street School (Teacher-Pupil Learning Center) as a feeder school for exiting five-year-old kindergarten students at Frances Starms Early Childhood Center. Enrollment preference will be based on the number of seats available to Frances Starms students. A random selection will be used when the number of Frances Starms applicants exceed the number of available seats for Frances Starms students.

Your Committee forwards this item to the Board out of Committee without recommendation, pending information on racial balance from the administration.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

Thurston Woods Primary School serves kindergarten through the third grade. This fall, Thurston Woods has sixteen third graders. The school uses a ungraded/multigraded grouping for instruction.

At the August 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 meeting.

The use of a Milwaukee Public Schools owned building on the Thurston Woods Campus has been mentioned as possible space for expansion to the fourth and fifth grades. Currently, Milwaukee Public Schools and the University of Wisconsin-Milwaukee are seeking outside funding to implement an Early Childhood Parent/Support Center.

The status of the funding request is as follows:

Source	Amount	Status	Purpose
Helen Bader Foundation	$ 72,000	Approved	Personnel, Training and
W.K. Kellogg Foundation	386,000	Approved	Resource Materials
DPI Learning Assistance Grant	$262,200	In Process	Remodeling

A private child care agency is currently leasing space at the building under consideration. The child care agency has a multi-year lease agreement with Milwaukee Public Schools.

Your Committee recommends that

1) 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; and

2) 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.

* * * * *

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

At its meeting of September 30, 1992 (Proc., p. 286), the Board received a communication from Brother Tayo Adenekan on behalf of The Word of Life Church. The purpose of the communication is to request permission to use the Grantosa Elementary School on Sundays morning beginning mid-November, 1992 for religious worship services.

Wisconsin Statute 120.17 (19) provides that the Board may "...grant the use of school property during nonschool hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Although the Statutes have been amended to allow for the use of public school facilities by religious organizations, Board Rules 9.03(6)(j), 9.04 (2), and 10.01 have not been amended. Therefore, suspension of the Rules would be required to approve this request. The Board has, frequently in the past, granted permission for facility usage to other religious organizations .

Since school facilities are normally not used for school activities on Sundays, no conflict with the requested usage exists. Brother Adenekan has spoken with the school principal and she is supportive of this request.

Brother Adenekan is aware of the requirements of appropriate liability insurance and payment of personnel and utility costs in connection with the facility use.

Your Committee recommends that the Board Rules be suspended to allow for a building use permit to be issued with the understanding that the organization provide the appropriate insurance coverage and pay all expenses incurred by the Board in opening the school for this event.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

At its meeting on June 24, 1992 (Proc., p. 125), the Board referred a communication from Richard Pieper regarding the efficient use of school facilities to the Finance and Facilities Committee.

Your Committee reports having given hearing to Mr. Pieper .

* * * * *

(ITEM 14) The Superintendent advised your Committee that:

The numbers of 18-21 year-old exceptional education students requesting services exceeded the enrollment projections. It is necessary, therefore, to add one teacher of students with learning disabilities immediately.

The numbers of students with hearing impairments which require interpreters exceeded the number anticipated. This requires the immediate addition of 1.50 paraprofessionals who will function as interpreters.

The numbers of students with physical/multiple handicaps and students with cognitive disabilities exceeded enrollment projections and/or presented unique supplementary support needs requiring the addition of 4.50 paraprofessional positions, .75 handicapped children's assistant position, and .75 nursing associate position.

The numbers of students assigned to community-based assessment and training sites requires the addition of a .75 paraprofessional in order to provide appropriate staff coverage.

Your Committee recommends that $182,392 be transferred from the exceptional education program expansion account to the appropriate accounts to address the needed expansions.

* * * * *

(Item 15) The Superintendent advised your Committee that:

As of July 1, 1992, the switchboard function transferred to Public Affairs. The telephone related secretarial activities previously completed by these operators remains with Information and Technology Services.

These secretarial activities include review and payment of all district telephone bills, entering the telephone information into the telephone data base and also entering the duplicating job ticket information into the data base. These tasks take about 16 hours each week.

Information and Technology Services/Data Entry required an average of 21 hours of extra help weekly during the last year. This extra support was provided from outside contract personnel, computer operators, secretaries and supervisors.

By increasing a part-time secretarial position to a full-time position we will be able to complete the telephone-related activities and provide better staffing in data entry.

Your Committee recommends that the secretarial position in Duplicating be expanded by .3 FTE to .7 FTE and that $8,100 be transferred from the Duplicating supply account to the appropriate salary and employee benefits to fund the additional .3 FTE secretarial position.

* * * * *

(ITEM 16) The Superintendent and Secretary-Business Manager advised your Committee that:

At it meeting on June 15, 1992 (Proc., pp. 100-101), the Board authorized an award of contract to Mobil Shredding Service, Inc. for district document destruction services (shredding) art a cost of $50 per container per location with additional services provided in accordance with their proposal on a fixed fee basis. This contract, which was the result of a request fro proposals, was awarded contingent upon approval of funds in the 1992-1993 budget. It was necessitated by the need for

destruction of confidential documents and records which could no longer be burned in the incinerators, due to their shutdown on April 1, 1992, to comply with the Clean Air Act of 1990.

The recommendation to contract for this service was based upon an analysis of the three options available to the district:

Purchase shredders for each location	$256,500
Purchase one shredder and transport to central location	$272,000
Contract with outside agency	$90,000

More detailed information regarding each option is attached to the minutes of your Committee's October 15, 1992, meeting.

The estimate for the contract cost is seen as a "worst case," given the unknown nature of the number of pickups which will be required. As the 1993-1994 budget is prepared, historical data will be available and can be used to modify this figure as required. Future budgets will then be able to be based upon more accurate data as it becomes available. If approved, the program can be implemented relative quickly.

Your Committee recommends that $90,000 be transferred from the School Operations Contingent Fund to the appropriate account within the Department of Facilities and Maintenance Services to provide for document destruction (shredding) services for the district, with the provision that any excess funds be returned to the Contingent Fund at the end of the year.

* * * * *

(ITEM 17) 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 October 15, 1992:

A. Progress Report on the Capital Improvement Program.
B. Statement of Operating Revenues.

The Superintendent submitted the following Statement of Operating Revenues for the month ending September 30, 1992, 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	$7,447,342	$569,908,428	$36,763,615	$533,144,813	6.5%
Categorically Aided	48,799,303	3,024,608	51,823,911	2,379,651	49,444,260	4.6%
School Nutrition	23,083,231	128,511	23,211,742	862,813	22,348,929	3.7%
Construction	22,800,000	5,000,070	27,800,070	77,862	27,722,208	0.3%
Extension	6,266,245	47,958	6,314,203	284,437	6,029,766	4.5%

C. Statement of Expenses.

The Superintendent submitted the following Statement of Expenses as of September 30, 1992, 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	$7,447,342	$569,908,428	$84,249,438	$485,658,990	14.8%
Categorically Aided	48,799,303	3,024,608	51,823,911	6,306,832	45,517,079	12.2%
School Nutrition	23,083,231	128,511	23,211,742	3,019,802	20,191,940	13.0%
Construction	22,800,000	5,000,070	27,800,070	5,340,019	22,460,051	19.2%
Extension	6,266,245	47,958	6,314,203	1,688,975	4,625,228	26.7%

(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 September 30, 1992 and payrolls through September 25, 1992.

D. Expenditure Control Report.
E. Report of Findings of the Disparity Study.
F. M/W/DBE Quarterly Report.
G. Status Report on the Development of a System of Schools Document, Including a Parent Involvement Component.
H. Follow-up Report on the Impact of the Budget on Staffing for the 1992-93 School Year with Staffing for the 1991-92 School Year.
I. Quarterly Report on Professional Services.

* * * * *

Separate consideration having been requested of Items 1, 2, 3, 5, 6, 8, 10, 12 and 16, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

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

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Mallory—1.

Item 2 of the report, relating to authorization to make purchases, having been set aside for separate consideration, Director Lucey moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Bills—1.

Item 3 of the report, relating to an award of contract for the FIRST program, reported to the Board without recommendation, the chair ruled that the Superintendent’s communication on this matter was also before the Board.

Director Mallory moved to approve the Superintendent’s recommendation to award the contract.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 5 of the report, relating to a resolution to increase the per pupil amount for each school, having been set aside for separate consideration, Director Small moved for adoption of the report.

Director Lucey moved to hold the resolution at Board level for the purpose of considering it at the Board strategic planning session.

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

Ayes—Directors Lucey, O’Connell, O’Neil, and President Mitchell—4,.

Noes—Directors Bills, Johnson, Mallory, Sinicki and Small—5.

Director Mallory moved a substitute, that the Board develop a policy on equitable financing and that it be a part of the strategic planning process.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, Mallory, O’Connell and President Mitchell—5.

Noes—Directors Bills, Sinicki and Small—3.

Voting “present”—Director O’Neil—1.

Item 6 of the report, relating to a Contingent Fund transfer for forensics, having been set aside for separate consideration, Director Small moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of the report, relating to a Contingent Fund transfer for a public information campaign for a facilities referendum, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

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

Ayes—9; Noes—0.

Item 10 of the report, relating to the structure and feeder pattern for the Starms Early Childhood Center, reported to the Board without recommendation, the chair ruled that the Superintendent's communication on this matter was also before the Board.

Director Small moved for adoption of the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—director Lucey—1.

Item 12 of the report, relating to the use of a school building for religious purposes, 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 as follows:

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

Noes—None.

Item 16 of the report, relating to a Contingent Fund transfer for document destruction services, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Mallory—1.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented ten reports of Expulsion Orders of the Independent Hearing Panel of the Milwaukee Board of School directors.

Director Mallory moved that the Board accept the reports of the Independent Hearing Panels of Tuesday, October 6, 1992, at 2:00 PM; Thursday, October 8, 1992, at 1:30 PM; Friday, October 9, 1992, at 9:00 AM; Monday, October 12, 1992, at 9:00 AM; Tuesday, October 13, 1992, at 8:30 AM; Wednesday, October 14, 1992, at 2:00 PM; Monday, October 19, 1992, at 9:30 AM; Wednesday, October 21, 1992, at 9:00 AM; Wednesday, October 21, 1992, at 2:00 PM; and Tuesday, October 27, 1992, at 9:00 AM.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Sinicki—1.

Temporarily absent—Director Johnson—1.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications and petitions:

Communication from the Milwaukee Building and Construction Trades Council regarding the new wage scale and benefit rates.

Ordered held at the Board level pending negotiations with other bargaining units.

Communication from the Milwaukee Bible Church requesting the use of a school building for religious purposes.

Referred to the Committee on Finance and Facilities.

Communication from the Milwaukee Teachers' Education Association requesting a hearing relative to staffing concerns.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 10:13 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	374	376		2	606	13	61	62	6		750
K3	334	245		6	330	34	36	150	23		579
PK	182	111		1	196	2	31	59	4		293
K4	2135	2004		33	2180	186	414	1233	91	3	4140
K5	4236	3946	1	104	4668	291	879	2088	143	9	8182
01	4982	4612		111	5742	371	995	2219	114	2	9554
02	4394	4057		100	5020	325	891	2018	97		8451
03	4132	3954		93	4780	328	831	1971	83		8086
04	4001	3875		71	4635	329	865	1895	80		7876
05	3885	3722		99	4356	290	807	1964	91	1	7607
06	3895	3617		88	4510	260	771	1810	73		7512
07	3834	3620		91	4497	235	774	1780	77		7454
08	3286	3389		81	4012	211	714	1589	68		6675
09	4184	3994		124	4729	200	909	2136	80		8178
10	3370	3361		81	3765	205	684	1927	69		6731
11	2480	2709		69	2642	185	487	1744	62		5189
12	1913	2071		40	1984	151	368	1399	42		3984
13	4	4			2			6			8
Invalid	3	3			1	1	2	2			8
TOTAL	51584	49670	1	1194	58655	3617	10519	26052	1203	15	101255

Total Active Detached..... 61 (Included above) Total Suburban Transfers—5860
Total Inactive..... 585 (Not included above)

Brown Deer	172	Glendale/River Hills	128	Mequon-Thiensville	217	St. Francis	137
Cudahy	266	Greendale	257	New Berlin	107	Wauwatosa	855
Elmbrook	278	Greenfield	292	Nicolet	136	West Allis	362
Fox Point	140	Hamilton	66	Oak Creek	282	Whitefish Bay	394
Franklin	397	Maple Dale-Indian Hills	82	Shorewood	295	Whitnall	264
Germantown	40	Menomonee Falls	325	South Milwaukee	369		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1597	80.5	126.3	5.0	Milwaukee Tech	1799	86.5	137.9	4.0
Custer	1152	76.9	102.6	5.0	North Division	918	67.5	88.2	4.0
Hamilton	1856	83.2	142.0	5.0	Pulaski	1581	70.5	112.6	5.0
Juneau	855	86.4	76.8	3.0	Riverside	1457	88.7	121.9	5.0
King	1210	93.1	84.7	4.0	South Division	1688	76.2	159.3	5.0
Madison	1302	75.6	114.5	5.0	Vincent	1387	78.8	108.1	5.0
Marshall	1209	90.4	109.9	5.0	Washington	1594	79.6	136.6	5.0
MHSA	842	89.1	73.3	3.0	TOTAL	20447	81.4	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	951	91.8	84.2	3.0	Muir	942	91.2	87.0	4.0
Bell	924	88.7	79.7	3.0	Parkman	533	88.4	54.8	3.0
Burroughs	920	90.8	82.3	4.0	Robinson	527	94.7	51.7	2.0
Edison	828	90.8	84.2	3.0	Roosevelt	632	93.3	52.0	3.0
Fritsche	1015	91.8	91.8	4.0	Sarah Scott	665	89.2	61.0	3.0
Fulton	631	85.0	61.1	3.0	Sholes	861	87.9	78.1	3.0
Grand Avenue	631	90.3	66.5	3.0	Steuben	922	92.4	73.0	4.0
Kosciuszko	731	85.8	81.5	4.0	Walker	809	87.3	76.0	3.0
Lincoln	637	87.6	55.5	3.0	Webster	1002	91.5	85.2	4.0
Milw.Ed.Center	484	89.1	47.1	3.0	Wright	754	92.3	69.4	3.0
Morse	1218	95.1	85.9	4.0	TOTAL	16617	90.5	1508.0	69.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	374	92.0	24.1	1.0	Humboldt Park	572	94.6	41.4	2.0
Allen Field	994	92.6	79.9	2.0	Irving	679	93.2	51.7	2.0
Auer	628	93.4	63.4	2.0	Kagel	390	95.2	42.9	1.0
Barton	571	95.5	37.0	2.0	Keefe Av.	629	93.0	65.4	2.0
Brown Street	534	93.6	70.6	2.0	Kilbourn	406	95.3	40.1	1.0
Browning	413	94.0	38.3	1.0	Kluge	571	92.8	45.2	2.0
Bruce	524	93.1	39.5	2.0	LaFollette	638	93.3	62.4	2.0
Bryant	601	93.4	40.7	2.0	Lancaster	575	96.1	38.4	2.0
Burbank	572	92.1	32.7	2.0	Lee	625	93.9	58.2	2.0
Burdick	494	91.9	46.4	1.0	Lincoln Av.	659	93.4	43.4	2.0
Carleton	466	94.6	33.7	1.0	Lloyd St.	552	94.2	41.2	2.0
Cass	606	91.4	50.5	2.0	Longfellow	657	96.6	44.3	2.0
Clarke	490	92.8	50.6	2.0	Lowell	303	93.3	19.5	1.0
Clemens	416	93.4	33.0	2.0	MacDowell	510	95.6	41.5	2.0
Clement	445	94.5	33.7	1.0	Manitoba	362	95.9	49.9	2.0
Congress	483	94.7	30.5	2.0	Maple Tree	529	96.5	32.4	2.0
Cooper	406	92.8	31.2	1.0	Maryland Av.	347	95.1	27.8	1.0
Curtin	362	94.4	26.4	1.0	McNair	286	92.1	26.7	1.0
Doerfler	671	94.9	33.5	2.0	Meir	250	97.2	19.8	1.0
Douglass	296	96.0	24.9	1.0	Milw.Im.French	387	94.9	28.4	1.0
Dover	616	92.6	53.0	2.0	Milw.Im.German	532	95.8	43.2	2.0
Dr. King	547	94.0	76.0	2.0	Milw.Im.Spanish	529	95.7	38.8	1.0
Eighty-first	466	92.1	29.6	1.0	Mitchell	790	92.2	53.0	2.0
Elm	571	96.5	41.7	1.0	Morgandale	591	95.9	48.7	2.0
Emerson	283	95.7	24.5	2.0	Multilingual	347	96.2	36.3	1.0
Engleburg	481	95.5	39.8	2.0	Neeskara	412	94.8	37.4	1.0
Fairview	539	94.2	54.1	2.0	Ninety-fifth	327	94.6	26.3	1.0
Fernwood	461	91.4	33.9	2.0	Palmer	627	92.1	62.1	2.0
Fifty-third	400	95.6	32.3	1.0	Parkview	393	93.7	30.2	1.0
Forest Home	940	93.9	74.2	2.0	Philipp	343	93.1	29.8	1.0
Franklin	607	94.7	57.8	2.0	Pierce	553	93.4	61.2	2.0
Fratney	363	96.1	42.7	1.0	Riley	661	95.6	47.5	2.0
Gaenslen	703	91.0	86.6	2.0	River Trail	361	94.1	25.5	1.0
Garden Homes	504	93.9	44.4	2.0	Seventy-eighth	549	92.7	44.7	2.0
Garfield	432	95.3	37.8	1.0	Sherman	586	96.9	38.3	2.0
Garland	371	90.8	23.9	1.0	Siefert	599	92.9	54.8	2.0
Goodrich	422	94.9	28.2	2.0	Silver Spring	374	92.1	28.9	1.0
Grant	596	94.5	38.0	2.0	Sixty-fifth	369	95.2	29.7	1.0
Grantosa	621	94.8	49.9	2.0	Starms	368	92.5	37.0	1.0
Granville	421	96.4	32.6	2.0	Story	515	94.6	45.2	2.0
Green Bay Av.	568	95.9	58.2	2.0	Stuart	321	95.7	26.8	1.0
Greenfield	401	96.0	33.1	1.0	Thirty-eighth	566	96.5	37.3	2.0
Hampton	577	94.1	40.7	2.0	Thirty-fifth	355	93.7	23.6	1.0
Happy Hill	490	92.9	31.4	2.0	Thirty-first	491	95.7	38.5	2.0
Hartford	612	96.1	41.6	2.0	Thirty-seventh	530	91.5	49.7	2.0
Hawley	323	94.4	23.3	1.0	Thoreau	708	94.0	52.2	2.0
Hawthorne	342	93.8	24.5	2.0	Thurston Woods	352	92.1	29.6	1.0
Hi-Mount	474	93.7	27.5	1.0	Tippecanoe	242	94.4	18.5	1.0
Holmes	741	91.4	79.4	2.0	Townsend	517	96.1	37.0	1.0
Honey Creek	346	93.7	26.9	1.0	Trowbridge	386	92.5	33.4	1.0
Hopkins	787	93.2	60.0	2.0	Twenty-first	594	97.0	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	638	91.9	57.4	2.0	Whitman	422	91.5	37.0	1.0
Urban Waldorf	311	91.8	28.9	1.0	Whittier	204	96.6	12.3	1.0
Victory	466	95.3	40.5	2.0	Wisconsin Av.	689	94.8	46.7	2.0
Vieau	623	94.9	63.8	2.0	Zablocki	605	92.4	50.0	2.0
Wheatley	731	93.6	61.8	2.0	TOTAL	55855	94.1	4600.6	176.0
OTHER SCHOOLS									
Craig	109	68.6	58.0	1.0	Manitoba Ortho.	123	90.2	.0	.0
Demmer	67	53.4	6.2	.0	Phoenix Alt. HS	120	63.8	10.5	1.0
Hayes	107	68.6	40.0	1.0	Pleasant View	117	76.4	44.0	1.0
Kilmer	269	84.4	20.3	1.0	Sixty-eighth	175	69.3	15.3	1.0
Lady Pitts	198	54.5	33.5	1.0	Stay	102	70.3	9.3	1.0
Lapham Park	96	76.7	16.5	1.0	Commun. Based	973		33.0	.0
Lavarnway	20	91.6	7.2	1.0	TOTAL	2476	71.9	293.7	10.0
					MPS TOTAL	95395	90.2	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1992
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.	41	1	2157	25	24	0	346	5	914	19	39	0	3521	50	3571
Emotion. Dist.	26	2	1364	46	2	0	117	4	502	26	25	1	2036	79	2115
Autistic	1	0	72	6	1	0	3	1	44	1	2	0	123	8	131
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	39	38	1	0	6	6	15	36	0	1	62	81	143
Physically Hdcp.	3	0	276	128	16	3	62	11	194	119	7	7	558	268	826
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	88	26	19	2	16	5	93	18	11	0	230	51	281
Mentally Ret.	10	3	1333	202	13	10	147	26	365	106	13	4	1881	351	2232
Speech/Language	41	21	2078	1412	54	41	300	238	1087	695	36	43	3596	2450	6046
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	126	27	7407	1883	130	56	997	296	3214	1020	133	56	12007	3338	15345
Ethnic Totals	153		9290		186		1293		4234		189		15345		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 4, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:20 PM.

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

Absent—None.

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

October 14, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Wednesday, November 4, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action relative to the 1992-2001 Facilities Master Plan including, but not limited to, the possible approval of a communication to the Common Council of the City of Milwaukee requesting the Common Council to submit to voters of the city at the next election held in the city, the question of issuing school bonds in the amount and for the purposes stated in the 1992-2001 Facilities Master Plan.

RONALD J. VAVRIK
Interim Secretary-Business Manager

The Superintendent presented the following communication:

November 4, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Enclosed is information provided by the City Attorney's Office relative to the school facilities plan referendum. The materials were developed to meet the necessary timelines for the Board to move forward with a February 16, 1993, referendum.

Included are the following:

- •A draft communication to the Common Council.
- •A draft resolution for introduction to the Common Council, which includes the ballot wording for a referendum. (See paragraph two on page two.)
- •A draft resolution of necessity to be approved by the Milwaukee Board of School Directors.

I recommend that the Board adopt these items.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Enclosure #1—Letter to Common Council

To the Honorable Members of
the Common Council of
the City of Milwaukee
Room 205 - City Hall
200 East Wells Street
Milwaukee, Wisconsin 53203

Dear Council Members:

At its special meeting of November 4, 1992, the Board of School Directors by a 2/3 vote of the members elect directed the undersigned to send a communication to the Common Council of the City of Milwaukee pursuant to sec. 119.49(1), Stats., requesting the Common Council to submit to the voters of the City at the next election held in the City the question of issuing school bonds in the amount of $366,000,000 to construct buildings or additions to buildings, to remodel buildings or to purchase school sites. A copy of the proposed resolution for introduction into the Common Council is enclosed.

Very truly yours,

RONALD VAVRIK
Interim Secretary-Business Manager
Milwaukee Public Schools

Enclosure #2—Draft Resolution for Introduction to Common Council

Resolution directing that the question of the issuance of general obligation school bonds be submitted to the electors

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-Analysis-

Section 119.49, Stats., provides that upon receipt of the appropriate communication from the Board of School Directors, the Common council shall cause the question of issuing school bonds in the stated amount and for the stated purposes to be submitted to the voters of the City at the next election. This resolution conforms with the requirements of the statute.

Whereas, The Board of School Directors of the Milwaukee Public Schools has made a finding that it is necessary to construct buildings and additions to buildings, to remodel buildings and to purchase school sites; and

Whereas, The Board of School Directors of the City of Milwaukee has by a 2/3 vote of the members elect voted to send a communication to the Common council requesting the Common Council to submit to the voters of the City at the next election held in the city the question of issuing school bonds in the amount of $366,000,000 for the aforementioned purposes; and

Whereas, Section 119.49 (2), Stats., provides that upon receipt of such communication the Common council shall cause the question of issuing such school bonds in the stated amount and for the stated purposes to be submitted to the voters of the City at the next election held in the City; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the following question be submitted to the voters of the City on a separate ballot at the next election held in the City:

"Shall the City of Milwaukee issue general obligation school bonds in the sum of $366,000,000 for the purposes of constructing buildings and additions to buildings, remodeling buildings and the purchase of school sites"; and be it

Further Resolved, That the aforementioned question shall be submitted upon a separate ballot or in some other manner so that the vote upon issuing such general obligation school bonds is taken separately from any other question submitted to the voters and that such question be submitted to the voters at the election of the spring primary to be held on the third Tuesday in February; and be it

Further Resolved, That pursuant to sec. 7.15 (2), Stats., the municipal clerk shall issue a call for the election and prepare and distribute ballots as required in this authorization of submission or as provided in sec. 9.10 in conformity with sec. 5.64 (2), Stats.

Enclosure #3—Resolution of Necessity

Whereas, The Board of School Directors of the City of Milwaukee finds it necessary to construct buildings or additions to buildings, to remodel buildings or to purchase school sites; and

Whereas, Such capital program is necessary to (1) provide space for children to attend kindergarten; (2) To lower class size in early grades; (3) To increase computer education; (4) To construct a new vocational, technical high school; (5) To provide job training at high schools and middle schools; (6) To repair schools; and (7) To reduce busing of pupils to schools; now, therefore, be it

Resolved, By the Board of School Directors of the City of Milwaukee that it is necessary to borrow money by the issuance of school bonds pursuant to sec. 119.49, Stats., for the purpose of constructing buildings and additions to buildings, to remodel buildings and to purchase school sites; and be it

Further Resolved, That the Interim Secretary-Business Manager be and hereby is authorized to send a communication to the Common Council of the City of Milwaukee at or before that first regular meeting of the Common council in November 1992, stating that the amount of funds needed for the above-described purposes is $366,000,000, that it is proposed to use such funds for the above-described purposes and that such communication include a request to the Common council of the City of Milwaukee to submit to the voters of the City at the next election the question of issuing bonds in the amount and for the the purposes named.

Director Johnson moved concurrence in the Superintendent's recommendation.

The Superintendent addressed the Board on the development of the 1992-2001 Facilities Master Plan ands the needs of the school district.

By unanimous consent, Director Johnson's motion was temporarily laid on the table.

Director Lucey moved that the Board approve the 1992-2001 Facilities Master Plan as submitted by the Superintendent.

Director Lucy moved to amend the Facilities Master Plan by inserting the words facility or facilities in Volume 1, page 4, paragraph 3d.

The motion failed of adoption the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, and O'Neil—4.

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

The question being on the motion to approve the 1992-2001 Facilities Master Plan as submitted by the Superintendent, the Plan was approved, the vote being as follows:

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

Noes—None.

The Chair ruled that Director Johnson's motion to concur in the Superintendent's recommendation to adopt the resolution of necessity, the communication to the Common council and the draft resolution for introduction to the Common Council was now before the Board for consideration.

By unanimous consent, the second paragraph of the resolution of necessity was amended to read as follows:

> Whereas, Such capital program is necessary to (1) provide space for children to attend kindergarten; (2) To lower class size in early grades; (3)To increase computer, art and music education and modern libraries; (4) To construct a new vocational, technical high school; (5) To provide ~~job~~ vocational/technical training at high schools and middle schools; (6) To repair and preserve schools; ~~and~~ (7) To include most exceptional education students in regular classes; and (8) To reduce busing of pupils to schools; now, therefore, be it

Director Small moved the previous question.

There being no objection to putting the matter to a vote, the motion to concur in the Superintendent's recommendation prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Director Mallory moved to clarify the date of the referendum, that it is the Board's intention to place on the ballot of the February 16, 1993, election the question of issuing general obligation school bonds in the sum of $366,000,000 for the purposes of constructing buildings and additions to buildings, remodeling buildings and the purchase of school sites.

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

Ayes—8; Noes—1.

The Board adjourned at 9:38 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 9, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:17 PM.

Present—Directors Bills (6:24 PM), Lucey, O'Connell (6:19 PM), O'Neil, Sinicki, Small, and President Mitchell—7.

Absent and excused—Directors Johnson and Mallory—2.

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

November 3, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, November 9, 1992, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies to be used in negotiations for a successor agreement to the 1987 Settlement Agreement in Board of School Directors v. Thompson and possibly taking action relative to matters discussed in executive session.

The Board, pursuant to Section 19.85 (1) (e), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting and may reconvene in open session for possible action on matters considered in executive session.

This meeting immediately precedes the November Personnel and Negotiations Committee meeting 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 for the purpose of formulating negotiation strategies relating to the Chapter 220 agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small and President Mitchell—4.

Voting Present—Director Lucey—1.

The Board retired to executive session at 6:19 PM.

The Board adjourned from executive session at 7:16 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 9, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:19 PM.

Present—Directors Bills (7:20), Lucey, O'Connell, O'Neil, Small, and President Mitchell—6.

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

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

November 3, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Monday, November 9, 1992, 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 may retire to executive session to deliberate the matter and may reconvene in open session for possible action on matters considered in executive session under Section 19.85 (1), (e), Wisconsin Statutes.

This meeting immediately precedes the regular meeting of the Personnel and Negotiations Committee scheduled for 8:00 PM.

RONALD J. VAVRIK
Interim Secretary-Business
Manager

Director O'Connell 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'Connell, O'Neil, Small and President Mitchell—5.

Noes—None.

The Board retired to executive session at 7:20 PM.

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

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 11, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 5:53 PM.

Present—Directors Lucey, Mallory, O'Neil, Sinicki and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, O'Connell and Small—4.

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

November 10, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 5:45 PM. on Wednesday, November 11, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action relative to the extension of the current Interim Secretary-Business Manager's/Interim Clerk's employment memorandum of understanding.

The Board, pursuant to Section 19.85 (1) (c), Wisconsin Statutes, may retire to executive session in order to consider the subject matter of the special meeting 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 Secretary-Business
Manager

Director Lucey moved that the Board retire to executive session for the purpose of considering and possibly taking action relative to the extension of the current Interim Secretary-Business Manager's/Interim Clerk's employment memorandum of understanding.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Mallory, O'Neil, Sinicki and Director Mitchell—5.

Noes—None.

The Board retired to executive session at 5:56 PM.

The Board adjourned from executive session at 6:20 PM.

RONALD J. VAVRIK

Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 11, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:22 PM.

Present—Directors Bills (6:25), Johnson (6:25), Lucey, Mallory (6:25), O'Connell, O'Neil, Sinicki, Small (6:25) and President Mitchell—9.

Absent and excused—None.

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

November 3, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, November 11, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation matters.

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

This meeting immediately precedes the November Instruction and Community Relations Committee meeting scheduled to be held at 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Sinicki 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 Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—5.

Noes—None.

The Board retired to executive session at 6:24 PM.

The Board adjourned from executive session at 7:10 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 23, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:16 PM.

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

Absent—None.

The following teachers were recognized as recipients of the Department of Public Instruction Teacher of the Year awards: Ms. Krisann Pergande, speech and language pathologist at Sholes Middle School; Ms. Sharon Zagorski, teacher at Garfield Elementary School; Ms. Pauline Eugenia Stanwitt, guidance director at Pulaski High School and Ms. Wendy Weiner, teacher at Lancaster School.

APPROVAL OF MINUTES

The minutes of the regular Board meeting of November 2, 1992, were approved as printed.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the Community Relations-Social Development Commission transmitting its fourth quarter billing.

Referred to the Committee on Finance and Facilities

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

November 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim for Damages against the Milwaukee Public School District, filed by Ms. Lynn M. Zuehlsdorf-Mack, attorney, on behalf of Christopher Ramsey, a minor at the time of the alleged incident and his mother, Loretta Ramsey, for injuries allegedly sustained by Christopher Ramsey at the Bay View High School on October 19, 1990.

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 of the alleged injuries has requested that the Board disallow this claim. The basis for the disallowance is proper filing as it relates to the Wisconsin statutes.

I, therefore, 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

RONALD J. VAVRIK
Interim Secretary-Business Manager

(above-mentioned document attached)

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

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

Noes—None.

(Item 2)

November 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Attached are three letters from Mr. Chuck Gobel, Executive Director, Administrators' and Supervisors' Council, appealing grievance dispositions.

I have been advised by the City Attorney that none of the three individuals is entitled to a hearing. Responses have been prepared to this effect and are attached.

The City Attorney has further advised that the Board, in accord with past practice, should approve these responses.

I am, therefore, recommending that the Board approve the responses of the Secretary-Business Manager.

Respectfully submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

(attachments)

Director O'Connell moved concurrence with the Secretary-Business Manager's recommendation, the vote being the same as that preceding:

Ayes—9; Noes—0.

SUPERINTENDENT'S COMMUNICATIONS

(ITEM 1)

November 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The following information is being provided with respect to Item 8 (pages 21-22) of the Report of the Committee on Finance and Facilities.

At its meeting on November 12, the Finance and Facilities Committee expressed reservations about the addition of an adolescent component to the MacDowell Montessori School.

As a result of further discussion with the MacDowell community subsequent to the conclusion of the committee meeting, it has been decided to withdraw the request for the program.

I am therefore suggesting that the Board place this item on file.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

(ITEM 2)

November 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The following information is being provided with respect to Item 10 (Pages 22-23) of the Report of the Committee on Finance and Facilities.

At its meeting on November 12th, the Finance and Facilities Committee requested that the administration attempt to find an alternative to using summer school funds to finance the provision of additional monies to the schools based on the September third Friday pupil count. The proposed funding for this purpose from the summer school budget is about $1,239,000.

A review of the budget found a number of vacant positions, which, if they remained vacant through December, would result in a savings of approximately $202,000. However some of these monies are being used to offset turnover within departments. There are also some consultant funds which have not yet been used, including $200,000 for the facilities referendum consultant fees, and approximately $1,000,000 spread across various department and school accounts. Also, it would appear that a surplus of approximately $100,000 is available in the unassigned staff account, which was established to pay employees not assigned to permanent positions on July 1st as a result of central office reorganization.

However, there are also some accounts which could incur deficits at the end of the year, including pupil transportation, where there has been an increase of ridership to middle and alternative schools; the certificated pension account; and the severance pay account, where there were more staff retirements at the end of the 1991-1992 school year than anticipated. The administration is reluctant to recommend the transfer of any surplus funds to the schools in place of summer school monies in view of potential funding shortages in these accounts.

The administration will present a more detailed analysis of the budget situation at the December meeting of the Finance and Facilities Committee.

The Board asked if high schools that gained/lost staff would need to reprogram in November or if they would wait until the semester. High schools did not need to reprogram the entire school to make adjustments for the gained or lost staff. Principals were able to make program adjustments to accommodate for the staffing changes. Principals gaining staff used substitute teachers until the program adjustments occurred. One high school is considering making minor program adjustments for the second semester.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

November 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The American Association of School Administrators has endorsed a unique **Campaign for New Priorities.** This campaign has been joined by The National School Boards Association, National Association of Secondary School Principals, National Association of Elementary School Principals, National Education Association, American Federation of Teachers, the Council of the Great City Schools, and the National PTA.

This campaign has been detailed in a letter we have received from the American Association of School Administrators. The letter states, in part:

> With state and local governments reeling from recession, we as educators face a stark reality. If we hope to ensure each and every child an opportunity for a quality education, the federal government must make a serious commitment to rebuilding America.
>
> Of course, national organizations, by themselves, can only have so much impact on Congress and the White House. The true strength of our schools is in each and every community in our nation. That's why, as national education leadership organizations, we want to help you make the voice of your community heard at the highest levels of government.
>
> **The goal: to present to Congress and the White House next January thousands of local school district "Reinvest in America" resolutions, just as debate opens on what we hope will become the first federal budget of the post-Cold War era.**
>
> Let's join hands as educators to speak with a strong voice for education, the children in our schools, and the very future of our nation. We look forward to hearing from you soon.

In order to accomplish this, the organizations are requesting that school boards across the nation adopt the attached nonpartisan resolution.

We recommend that the Board adopt the resolution.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

Reinvest in America
A New Priorities Proclamation

We, the Board of Education of Milwaukee in the state of Wisconsin do hereby adopt the following resolution in support of new national federal budget priorities for the United States of America.

WHEREAS, The Milwaukee Public School District is committed to offering every child in our community the opportunity for a quality education; and

WHEREAS, Our nation's success in the post-Cold War world will depend on the ability of America's public schools to educate each and every child; and

WHEREAS, No single school district has the financial capacity to both build a quality education program for the 21 st Century and overcome the social and economic problems that prevent students from coming to school ready to learn; and

WHEREAS, The end of the Cold War and the collapse of the Soviet Union offer our nation a once-in-a-generation opportunity to rethink our national priorities; and

WHEREAS, Our competitors in the global marketplace invest more tax dollars on children and elementary and secondary education than does the United States; and

WHEREAS, Federal budget savings made possible by the end of the Cold War could be used to rebuild America and ensure that every child comes to school healthy and ready to learn; and

WHEREAS, The national organizations that represent the men and women at the local level who care most deeply about education—the National School Boards Association, the National PTA, the National Association of Elementary School Principals, the National Association of Secondary School Principals, the American Association of School Administrators, the Council of Great City Schools, the National Education Association, and the American Federation of Teachers—have jointly called for new federal budget priorities that reflect post-Cold War realities; now, therefore, be it

RESOLVED, That the Milwaukee Public School District believes it is time to reinvest in America. We join school districts across the United States to urge the Congress and the President elected November 3 to make reordering federal spending priorities America's top priority in 1993; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors will forward this call for new priorities to our community's elected representatives in Congress and to the President of the United States; and be it

FURTHER RESOLVED, That the Milwaukee School Board will also forward this resolution to the Milwaukee Common Council and urge the Common Council to join this call to reinvest in America.

Director Mallory moved adoption of the resolution.

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 October 2, 1992 through October 30, 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. 7381 to 10530, inclusive

Payrolls (net of withholdings)	$18,447,840.35	
Accounts	$39,244,869.28	
		$57,692,709.63

CONSTRUCTION FUND

Accounts, Voucher Nos. 311 to 420, inclusive

Accounts	$721,890.80

EXTENSION FUND

Payrolls and Accounts, Voucher Nos.335 to 443, inclusive

Payrolls (net of withholdings)	$135,265.14	
Accounts	$208,263.47	
		$343,528.61

TOTAL $58,758,129.04

JOYCE MALLORY
Chair

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and Secretary-Business Manager presented a joint 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, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Chrystal Cheely Lapham Park Assessment Ctr.	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	11-09-92
Dina Davis Walker	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	11-16-92
Karen Ebertowski Congress	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	10-26-92
Michael Ewing Public Affairs	School Secretary I $21,965.06/yr. (New position)	10-19-92
James Friedland School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	09-28-92
Joyce Henry Affirmative Action	School Secretary I $21,965.06/yr. (New position)	10-12-92
Wilbur Hull School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	09-28-92
Jacqueline Jones Muir	School Secretary I $15,531.11/yr. (Replacement for retirement)	11-16-92
Giles Patterson Fac. & Main. Serv.	Electrician $19.83/hr.($39,660.00/yr.) (Replacement for resignation)	10-12-92
Gregory Pickett Fac. & Main. Serv.	Electrician $19.83/hr.($39,660.00/yr.) (Replacement for resignation)	10-05-92
Sandra Reesman Office of the Sec'y. Bus. Mgr.	School Secretary II $23,472.02/yr. (Replacement for transfer)	11-09-92
Frances Richards Marshall	Clerk Typist I $12,551.33/yr.	11-02-92

(Replacement for leave of absence)

APPOINTMENTS, continued

Name and Assignment	Position and Salary	Date
Doris Weddle	Head Start Health Specialist	10-19-92
Curriculum & Instruction	$26,000.00/yr. (Replacement for resignation)	

PROMOTIONS

Edith Brunson	Food Service Manager II	11-10-92
Fulton	$12,877.43/yr.	
Cheryl Gusho	Food Service Manager III	10-08-92
Holmes	$13,550.81/yr.	
Diane Hardy	School Secretary II	09-28-92
C & I	$20,963.02/yr.	
Richard Lacy	Food Service Manager III	11-10-92
Multilingual/Multicultural	$14,452.12/yr.	
Linda Martin	Food Service Manager I	11-03-92
Granville	$11,857.28/yr.	
Mary Sherwood	Food Service Manager III	11-03-92
Milw. Education Center	$13,857.05/yr.	
Jane Weimer	Food Service Manager III	10-15-92
Grand	$14,067.57/yr.	

CHANGES IN STATUS

Denice Breitenfeldt #	Handicapped Children's Assistant	10-27-92
South Division	$10,168.20/yr.	
Edith Carter #	Clerk Typist I	10-28-92
Lloyd	$12,551.33/yr.	
Clara Cook #	Handicapped Children's Assistant	10-28-92
Garden Homes	$10,168.20/yr.	

Ruthie Darrough # Hampton	Handicapped Children's Assistant $10,168.20/yr.	10-28-92
Linda Drickhammer ^ Fernwood	Food Service Manager II $16,629.10/yr.	11-03-92
Kristine Goff = Douglass	Food Service Manager I $12,758.16/yr.	10-02-92

CHANGES IN STATUS, continued

Name and Assignment	Position and Salary	Date
Sandra Harrison #	Clerk Typist I	10-28-92
Ex. Ed. & Supp. Serv. Ctr.	$12,551.33/yr.	
Cindy Hintz #	Handicapped Children's Assistant	10-27-92
Manitoba	$10,168.20/yr.	
Lisa Medill¢ School Secretary I	10-26-92	
Ex. Ed. & Supp. Serv. Ctr.	$21,965.06/yr.	
Phillip Rhymes #	Handicapped Children's Assistant	10-28-92
Sherman	$10,168.20/yr.	
Sarah Riley #	Handicapped Children's Assistant	10-27-92
Audubon	$10,168.20/yr.	
Vicky Rodriguez #	Handicapped Children's Assistant	10-19-92
Spanish Immersion	$10,168.20/yr.	
Maria Sachen +	Food Service Manager II	10-14-92
Elm	$15,138.66/yr.	
Jodi Schaefer *	School Secretary I	10-02-92
Fernwood	$16,765.00/yr.	
Ceola Walters #	Handicapped Children's Assistant	10-27-92
Bryant	$10,168.20/yr.	

\# From substitute to regular
^ Voluntary demotion from Food Service Manager III to Food Service Manager II
= Voluntary demotion from Food Service Manager II to Food Service Manager I
¢ From a 10 month to a 12 month position
\+ Demotion from the position of Food Service Manager III
* From a 12 month to a 10 month position

RETURN FROM LEAVE

Name and Assignment	Position and Salary	Date
Diane Newton	School Secretary I	10-06-92
Edison	$22,401.26/yr.	

REINSTATEMENT

Name and Assignment	Position and Salary	Date
James Honkala Doerfler	Food Service Manager III $16,237.33/yr.	10-14-92

* * * * *

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

CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Kimberly Horn-Price Elementary	B	24,268	1	08-26-92
(nr)	Britt M. Petre Upper Elementary/Spanish	B	23,113	0	08-26-92
	Effective between September 8, 1992, and September 18, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Paul K. Banks E.D.	B	23,113	0	09-17-92
(nr)	Elaine M. Bates Speech Pathologist	B	23,113	0	09-08-92
(r)	Jacqueline B. Dettloff L.D./Bilingual	B	23,113	0	09-14-92
(nr)	Mary J. Hill C.D.	B	25,424	2	09-11-92
(r)	Kathleen R. Lustig Upper Elementary/Span. Imm.	B	23,113	5	09-09-92
(nr)	Lynn A. Mork L.D.	B	26,580	3	09-18-92
(r)	Doreen A. Purgill C.D.	BB	25,482	1	09-18-92
(r)	Catherine A. Semko Upper Elementary/6th Gr.	B	23,113	0	09-08-92
(r)	Parith A. Thibodeau Speech Pathologist	B	23,113	0	09-14-92
(nr)	Nicolette D. Timm E.D.	B	23,113	0	09-17-92
(nr)	Kathleen M. Winghart Upper Elementary/Computers	B	23,113	0	09-14-92

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 21, 1992, and October 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Helen Benezis-Tselentis ESL	B	23,113	0	09-30-92
(nr)	Sally J. Czech Upper Elementary/Science	B	23,113	0	09-28-92
(nr)	Joan D. Degener L.D.	B	23,113	0	09-25-92
(r)	Marilyn Diaz Upper Elementary/Span. Imm.	B	23,113	0	09-28-92
(nr)	George B. Hein Upper Elementary/6th Gr.	B	23,113	0	09-25-92
(r)	Rebecca R. John Upper Elementary	B	23,113	0	09-23-92
(r)	Mary C. Kraemer Music	B	23,113	0	09-30-92
(nr)(a)	Mary E. Kremer Reading	E	31,364	3.8	09-21-92
(r)	Jeanne L. LaMarche Elementary	B	23,113	0	09-28-92
(r)	Bryon D. Lampkins Music/Voc. & Inst.	B	28,891	5	09-21-92
(nr)	Jane E. Lepold Upper Elementary/Math	B	23,113	5	09-28-92
(r)	Phyllis J. Matel Reading	B	31,200	7	09-28-92
(nr)	Nancy L. Moloney Reading	BB	24,268	0	09-24-92
(r)	Timothy A. Nehmer Physical Education	B	24,268	1	09-22-92
(r)(b)	Karen A. Nettesheim E.D.	E	38,379	10.4	09-21-92

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 21, 1992, and October 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Rhonda K. Paul Music	B	25,424	2	09-24-92
(r)	Carol L. Stein Elementary	B	23,113	0	09-30-92
(nr)	Jo Ellyn Zenisek Music	C	26,117	0	09-29-92
	Effective between October 2, 1992, and October 14, 1992, inclusive:				
(r)(b)	John M. Carolan L.D.	D	34,091	5.1	10-05-92
(r)	Harry A. Collins Upper Elementary	B	24,268	1	10-05-92
(nr)	Francis J. Dagesse Tech Ed	B	23,113	0	10-12-92
(r)	Ismael T. Ferreira Elementary/Bilingual	B	23,113	0	10-12-92
(nr)	James J. Gorecki Tech Ed	B	23,113	0	10-12-92
(nr)	Bradford A. Iding Reading/Social Studies	B	25,424	2	10-13-92
(r)	Shawn B. Munch Elementary	B	23,113	0	10-13-92
(r)	Marilyn A. Runge Guidance	BB	32,762	7	10-05-92
(nr)	Hope M. Walker Hearing Impaired	B	23,113	0	10-05-92
(r)	Carol C. Wanta L.D.	B	23,113	0	10-12-92
	Effective between October 15, 1992, and October 27, 1992:				
(r)	Michael T. Flaherty Reading/English	B	24,268	1	10-19-92

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Jeffery L. Gaddis Math	B	23,113	0	10-15-92
(nr)	Terry D. Worth Art	B	23,113	0	10-15-92
	Effective between October 28, 1992, and November 9, 1992:				
(nr)	Melodynee T. Levine Elementary	B	23,113	0	11-09-92
(nr)	Molly A. Wenninger Speech Pathologist	B	23,113	0	11-04-92

	School Social Worker - Schedule 02	Salary	Credit	Years of Experience Start Date
	Effective October 15, 1992, and October 27, 1992, payroll:			
(nr)	Laurie L. Defatte	32,844	0	10-26-92

	School Psychologists - Schedule 05	Salary	Credit	Years of Experience Start Date
	Effective October 15, 1992, and October 27, 1992, payroll:			
(nr)	David F. Towle	36,805	4	10-19-92

(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 individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE PROMOTION

(r)	Rosalyn McCray	Elementary Career Education Guidance Supervisor	Schedule III, Range 8A $57,793

(r) Resident

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as of the dates indicated:

CERTIFICATED LEAVES OF ABSENCE

Illness Leave, to January, 1993:

Marlyn Brahm	Palmer	September 10, 1992
Lynne Warsaw	Webster	August 26, 1992

Illness leave, to June, 1993:

Juanita Sanders	Kilbourn	October 1, 1992
Robert Seiser	Hamilton	September 28, 1992

Personal Leave, to June, 1993:

Judith Bradley	Marshall	August 26, 1992
Blanche Hall	Pulaski	January 25, 1993

Sabbatical Leave, to January, 1994:

George Bradford, Jr.	Edison	January 25, 1993

Extension of Illness, to January, 1993:

Ella Cannon	On Leave	August 26, 1992
Freya Neumann	On Leave	August 26, 1992

CURTAILMENT OF LEAVE:

Freya Neumann	—Was granted a Personal Leave from August 24, 1992, to June 1993. Curtailed as of January 6, 1993.
Daniel Stanzel	—Was granted a Personal Leave from August 26, 1992, to June 1993. Curtailed as of October 5, 1992.

* * * * *

(ITEM 5) Your Committee reports having been advised that the following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Position	Effective Date
Vicki D. Bennett	Lincoln Middle	10-30-92
William Brown	Edison	06-15-93
Susan M. Feagles	78th St.	09-30-92
Larry K. Iwen	Gaenslen	09-25-92
Patricia Kirchner-Smudde	Wausau	09-30-92
Nancy LaBott	Parkman	10-23-92
Ellyn Newman	Bell	10-02-92
Doris L. Rolland	Mitchell	12-02-92

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on November 2, 1992, the Board referred a communication from the Milwaukee Teachers' Education Association to the Personnel and Negotiations Committee.

The communication, a copy of which was provided to your Committee and thus made a part of your Committee's meeting of November 9, 1992, requested the opportunity to address Committee members regarding the delay in the final staffing of the schools for the 1992-1993 school year.

An item regarding transfer of funds to schools based on the third Friday membership report has been placed on the agenda of the Finance and Facilities Committee meeting scheduled for November 12.

Your Committee reports having given hearing to the Milwaukee Teachers' Education Association and other interested parties.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

The month of February has traditionally been the month that started the school selection process with assignment notices sent to parents after each stage of the assignment period.

With the emphasis on parents making informed choices regarding school selection, March has been mentioned to allow parents additional time to learn more about schools of interest and to have a closer connection between school selection and the start of school. With the March sign-up period, assignment notices will be sent to parents by the first week of May 1993.

The May 1993, notification will result in middle and high schools delaying their initial course programming for the 1993-1994 school year by one month.
The School Selection Implementation Committee recommends the February registration period be continued.

The Department of Business Support Services will be able to develop routes in a compressed time frame (March sign-up) if the department is able to upgrade their transportation computerized hardware and software at a cost of $15,000.

Your Committee recommends that February remain the start of the school selection process with February 8-22, 1993, designated as the sign-up period.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At the October meeting of the Board of School Directors the administration was directed to bring to the Board's November meeting a definition of an integrated neighborhood and identify those neighborhoods that fit the definition.

Developing a definition of an integrated neighborhood that takes into account the ethnic diversity of the city will require that the definition be based on majority/minorities. The ethnic groups of American Indian, African-American, Asian and Hispanic comprise the minority groups. Ethnic groups not identified with the minority would comprise the majority group. In addition, for the purpose of developing the required definition, school attendance areas will be synonymous with neighborhoods Based on the stated parameter, the definition of an integrated neighborhood would be defined as follows:

An integrated neighborhood is where the ethnic make-up of the student population is between 25% and 75% minority students. The span of 25% majority and 75% minority was used because 25% of our student population is classified as non-minority and 75% of the student population are minority. Based on this definition, 46 school attendance areas would be classified as integrated. A list containing the attendance areas with the majority student percentage was provided to your Committee and thus incorporated into the minutes of your Committee's meeting of November 9, 1992.

The school selection process has a provision to give attendance area students preference to attend their attendance area school over non-attendance area students applying to the school. The selection profile is not based on specific ethnic groups. The student profile is based on Black and non-Black. Reprogramming of the computer system will be required to profile the district's five ethnic groups. The cost for the Division of Student Services to manually provide assignment preference to students that naturally integrate neighborhoods is estimated at $2,000 for three weeks of service.

Current district enrollment procedure supports the enrollment of attendance area students in their attendance area schools if space is available. The enrollment procedures do not give preference to a specific ethnic group.

Your Committee recommends that an integrated neighborhood be defined as a neighborhood in which the ethnic make-up of the student population is between 25% and 75% minority students and that the administration do a cost analysis and obtain a legal opinion for using majority/minority as a measure of racial balance for the 1994-1995 school year.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

At the September 30, 1992, meeting of the Board of School Directors a policy was passed to allow the administration to conduct electronic searches of middle and high school students for weapon possession. A part of the motion instructed the administration to post signs, on the day of the search, outside the school informing students of the search.

The administration is requesting that the requirement of posting signs before the search be rescinded. The city attorney has advised that posting signs is not required.

Your Committee recommends that the Board alter its policy such that the administration be instructed to post signs at all times advising people that enter the schools that random searches for weapons may be conducted and that an analysis be taken to determine the cost of permanently posting signs on all school doors notifying students, parents and the community of the possibility of an electronic search for weapon possession and that the cost of permanently posting signs be considered during the budget process.

* * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent and Secretary-Business Manager on the following matters. These reports have been made a part of the minutes of your Committee's meeting of November 9, 1992.

A. October 1992 Affirmative Action Report
B. City Attorney's Opinion on Using Gender Preference as a Factor in School Selection
C. Report on the Elementary Regionalization

* * * * *

Separate consideration having been requested of Items 2 and 4, 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 teacher appointments having been set aside for separate consideration, Director Mallory moved suspension of Board rule 3.12 (4) and adoption of the report..

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

Ayes—9; Noes—0.

Item 4 of the report relating to leaves of absence having been set aside for separate consideration because an error had been discovered since action was taken, Director Small moved to approve the item amended as follows:

Extension of Personal Leave, to June, 1993:

Freya Neumann	On Leave	August 19, 1992

CURTAILMENT OF LEAVE:

~~Freya Neumann~~	-- ~~Was granted a Personal Leave from August 24, 1992 to June, 1993. Curtailed as of January 6, 1993.~~
Daniel Stanzel	—Was granted a Personal Leave from August 26, 1992, to June 1993. Curtailed as of October 5,

1992.

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

Ayes—9; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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 the April 23, 1992, meeting, the Board of School Directors authorized "the American Indian Advisory Committee to plan the Minowaki School of Excellence and Resource Center and bring its final plan to the Instruction and Community Relations Committee in November 1992.

A planning committee consisting of members of the Milwaukee Indian community, the American Indian Advisory Committee, the WE Indians Parent Committee, central office staff, community persons, and parents was formed. Committee members met for informational sessions with school administrators who have established American Indian magnet schools in other public school systems. Members of the committee visited American Indian magnet schools in Minneapolis and St. Paul.

The committee is recommending that Minowaki be developed as a K-12 American Indian Multicultural School and Multimedia Resource Center in a new facility with an American Indian architectural design.

The four essential factors to be included, as identified by the committee, are:

- a learning environment architecturally oriented to a holistic frame of reference;
- teachers skilled in whole brain learning;
- instructional resources that are appropriate, adequate, and available;
- class size not in excess of 25 students per classroom.

The advisory committee recommends beginning the Minowaki School with grades K - 5 in 1993-1994 in a leased facility. They would request the following staffing:

1 principal	1 music teacher
3 American Indian cultural teachers	1 physical education/health teacher
3 American Indian language teachers	1 resource center coordinator
1 kindergarten teacher	3 paraprofessional aides (kindergarten, library, classrooms)
5 elementary teachers	
1 Exceptional Education resource teacher	1 general aide

The administration supports the educational concepts in general, as they are presented in the proposal from the planning committee for the Minowaki school. However, the district does not have the resources to provide the program recommended in the proposal. The administration suggests that the American Indian Advisory Council and the Minowaki Planning Committee explore other ways of achieving their goal as stated in the proposal. The administration will provide support for seeking alternative funding and assistance in writing proposals.

Your Committee recommends that the Board accept the educational recommendations of the Minowaki Advisory Committee and that the administration proceed with looking into existing sites, including MPS alternative schools, and bring back to the Committee a report on the feasibility of opening the program in the fall of 1993.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

Sixty-fifth Street School has requested that it be allowed to establish a voluntary uniform dress code. A copy of the school's proposal has been made a part of the minutes of your Committee's meeting of November 11, 1992. 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 Sixty-fifth Street School proposal for a voluntary Uniform Dress Code.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

During the October 1992, Committee Meetings of the Board of School Directors the Administration was directed to develop recommendations in response to the Plan for Parent Empowerment in the Milwaukee Public Schools. The Plan is attached.

The Administration has reviewed the Plan for Parent Empowerment and developed the requested responses in collaboration with the Parent Empowerment Committee. Following is a listing of the Parent Empowerment Policy recommendations as they appear in the Plan for Parent Empowerment and the Administration's response:

Plan for Parent Empowerment	**Administration's Response**
1) The Milwaukee Board of School Directors acknowledges, affirms, and embraces parents as the first and foremost educators of their children.	The Administration concurs with this recommendation.
2) The Milwaukee Board of School Directors commits to provide the resources and support needed to increase parental knowledge, access, accountability, and decision making.	The Administration concurs with this recommendation. However budgetary resources have been committed for the 1992-1993 school year. Consideration could be given to this recommendation during the 1993-1994 budget deliberations.

3) The Milwaukee Board of School Directors recognizes that the needs and interests of parents and students must be central to achieving school and district-wide goals and objectives.	The Administration concurs with this recommendation.
4) The Milwaukee Board of School Directors is committed to respect for and empowerment of **all** parents	The Administration concurs with this recommendation.
5) The Milwaukee Board of School Directors is committed to the eliminating barriers to parental empowerment.	The Administration concurs with this recommendation.
6) The Milwaukee Board of School Directors commits to provide the financial and staff resources necessary to establish strategically located Parent Centers throughout the school district. The committee recommends that three such Parent Centers be established; however, as we are cognizant of current budget constraints, the committee would be comfortable with one centrally located Parent Center with specifically trained staff and director.	A Parent Service Center, which was established within the 1992-1993 budget has been fully operational since August 24, 1992, and serves as a single point of access for parent concerns and information. The Administration will assess the overall level of services being provided by the Center at the end of the current school year
7) The Milwaukee Board of School Directors commits to the establishment of an organizational format to ensure effective parental empowerment at the local school level and on a district wide basis.	The Administration is recommending a modification in this policy recommendation. The recommendation from the Administration is that the Board of School Directors commits to the establishment of a Parent Organization (PTA, PTSO, PTO, Parent Club, etc.) in each school, with the organizational format being determined by the parents.
8) The Milwaukee Board of School Directors commits to broaden parental input into the development of all policies, plans and procedures that impact on the education of children in the Milwaukee Public Schools.	The Administration concurs with this recommendation.
9) The Milwaukee Board of School Directors acknowledges that parents have a right to advocate for their children, and be accorded respect by all Milwaukee Public School employees.	The Administration concurs with this recommendation.

10) The Milwaukee Board of School Directors is committed to ensure that 50% of each of School Based Management Council shall be comprised of non-staff representatives (i.e., parents. business representatives; community organizations, etc.).	The Administration does not concur with this recommendation. The Administration recommends the following policy: The Board of School Directors will ensure that each school forms a Shared Decision Making Group, comprised of equal representation among parents, staffs, and the community.

11) The Milwaukee Board of School Directors is committed to the establishment of written formalized procedures relative to the resolution of parental complaints and concerns.	The Administration concurs with this recommendation. However, The Parent Service Center currently responds to the concerns of parents. The Administration recommends that this policy be considered as an assessment of the overall functioning of the Parent Service Center.

Your Committee recommends that the Board accept the Report of the Parent Empowerment Committee and thank the Committee members for their dedication and hard work.

Your Committee further recommends that the responses and policy recommendations of the administration be adopted and that the sections of the Plan for Parent Empowerment dealing with Specific Enabling Activities and Parents as Decision Makers be included in the document on Shared Decision Making for further review and study

* * * * *

(ITEM 4) 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, 1992.

A. Pupil accounting reports for the month of September 1992
B. Evaluation Report on the 1992 Summer School
C. Report on Summer Recreation Enrichment Camps
D. Report on the Alternative Program Information Center
E. Report on MPS Responsibility for Compliance with Section 504 of the Rehabilitation Act of 1973

* * * * *

Separate consideration having been requested of Item 3, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 3 of the report relating to the Plan for Parent Empowerment having been set aside for separate consideration, Director Lucey moved for adoption of the report.

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

Ayes—9; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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) The Secretary-Business Manager advised your Committee that:

At its meeting of November 2, 1992 (Proc., pp. 307-308), the Board of School Directors received a request from the City of Milwaukee Department of Public Works on behalf of the Wisconsin Electric Power Company (WEPCO) for permission to install underground cable across the Sarah Scott Middle School property. This installation is required to provide electrical service to the new Sinai-Samaritan MRI unit located at 948 North 12th Street.

The Division of Facilities and Maintenance Services has reviewed this request and finds no reason not to approve such a request. WEPCO has indicated that all costs related to the installation and maintenance of the underground cable will be their responsibility.

Your Committee recommends that a grant of permission be approved for an easement for the City of Milwaukee on behalf of WEPCO to install underground cable at Sarah Scott Middle School, subject to all costs related to the installation and maintenance being borne by WEPCO.

* * * * *

(ITEM 2) The Secretary-Business Manager advised your Committee that:

In 1981, at the direction of the Board, the Administration began the practice of tracking costs for the various Construction Fund projects on a project basis, in addition to the annual budget basis. This function was commenced due to the fact that funds are available on a calendar year basis, while the Construction Fund Budget (later changed) is on a project basis within the total Construction Fund. This provides maximum flexibility to fund costs associated with each individual project. This accounting function was implemented to provide the Board with more information relative to each entire project cost since most of these projects are multi-year efforts.

As part of the monthly review of the project accounts, several projects have now been completed and/or there has been no recent activity. As a result, the following accounts should be officially closed:

Project #905	82nd Street Addition
Project #907	55th Street Addition
Project #914	Brown Street Renovation
Project #919	Pulaski Pole Building

Your Committee recommends that approval be given to officially close out the above projects to the Unallotted Construction Fund account.

* * * * *

(ITEM 3) Your Committee recommends that the proposal 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:

PLAYGROUND RESURFACING

Division 1—Greenfield School
Payne & Dolan, Inc.; low bidder, base bid of .....$29,970.

Division 2—Hawthorne School
Stark Asphalt, Inc.; low bidder, base bid of .....$45,175.

Division 3—Lancaster School
Stark Asphalt, Inc.; low bidder, base bid of $34,765
plus $4,520 for Mandatory Alternate Bid 1.....$39,285.

LOCKER REPLACEMENT WORK

Edison Middle School
Penco Products; low bidder, base bid of.....$107,985.

INTERIOR PAINTING WORK

Dr. Martin Luther King, Jr. Elementary School
Baumeister Associates, Inc.; low bidder, base bid of .....$109,650.

* * * * *

(ITEM 4) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following sole source purchases:

Lincoln Middle School Media Center/Library System
Hardware: Apple Computer Company (14 stations, file server, printer).....$76,475.
Software: Winnebago Company.....$6,060.

North Division High School Computer Lab
Hardware: Apple Computer (20 stations, 2 printers).....$42,185.

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Allen-Field PTO	$1,928	Overhead Projectors, carts and cassette recorders
	Allen-Field PTO	4,325	Field Trips, RIF books, clubs, completion program microwave ovens, etc.
	Allen-Field PTO	178	Refrigerator for students' medication
Bay View	Wisconsin Electric Power Co.	3,500	1980 Chevrolet Step Van
Burdick	Apple Computer, Inc.	110,353	Computers, Network Hardware and Peripheral equipment
Congress	Congress PTA	230	Disk Drive
French Immersion	Alliance Francaise de Milw.	500	Books
Gaenslen	Jack's Lawn and Landscape, Inc.	511	Computer materials
Goodrich	Goodrich PTA	3,522	Computer and cart; software; library books
HS Arts	School fund	934	Two disk drives and printers
Irving	Irving PTC	300	Field trips

Lady Pitts	Kiwanis of Wauwatosa	210	Toys and books
	Alice Brusky	100	Toys

MacDowell	MacDowell PTA	1,050	RIF books and library books
	MacDowell PTA	1,560	$60 per teacher for supplies, field trips, etc.
Marshall	School fund	1,142	Fax machine, golf, band, biology honors, teachers' social
Milwaukee Tech	Leslie Paper	11,000	575,000 sheets of paper
	School fund	2,806	Copier
Mitchell	Mitchell PTA	2,280	Computer and monitor
North Division	Briggs and Stratton Corp.	200	Engine for small engine class
River Trail	River Trail PTO	314	Newspapers and magazines for grades 4 and 5
Riverside	School fund	471	Hard drive
Sholes	Sholes PTSO	857	Sweatshirts, social, closed caption unit
Washington	Martin Brown	500	Computer for specialty program
Whittier	Jean Stesnig	50	11 pair hand knitted mittens
TOTAL - SCHOOL OPERATIONS FUND		$148,821	

EXTENSION FUND

Comm. Rec.	Ladies Auxiliary of Milw. Fire Department	$1,250	Survive Alive House
	Deltrol corporation Club	50	Survive Alive House
	Memorial to Joe Rebholz	240	Survive Alive House
	Wisconsin Alliance for Fire Safety	500	Survive Alive House
	Allstate Insurance	1,362	Survive Alive House
	SHARE of Southeastern Wis.	140	Summer recreation enrichment camp
	Milwaukee Brewers	2,000	Sherman recreation enrichment camp
	Wis. Tennis Association	960	Transportation for summer tennis program
	Wis. Tennis Association	1,000	Winter indoor tennis instruction program
	Wis. Tennis Association	1,500	150 tennis rackets
	U.S. Tennis Assoc. League Team of Mequon-Thiensville	325	Program fee-tennis camp
	Gary Bachman	325	Program fee-tennis camp
TOTAL - EXTENSION FUND		$9,652	
GRAND TOTAL		$158,473	

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) The Superintendent advised your Committee that:

At its meeting of November 2, 1992 (Proc., p. 341), the Board received a communication from Pastor Bernardo Soto on behalf of the Milwaukee Bible Church. The purpose of the communication is to request permission to use the Clement Avenue Elementary School on Wednesday evenings for recreational activities followed by Bible studies. Though there is no need to approach the Board for the use of the facility for recreational activities, it is presently necessary

to obtain permission for the area of Bible studies.

Wisconsin Statute 120.13 (17) provides that the Board may "...grant the use of school property during non-school hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Although the Statutes have been amended to allow for the use of public school facilities by religious organizations, Board Rules 9.03(6)(j), 9.04 (2), and 10.01 have not been amended. Therefore, suspension of the Rules would be required to approve this request. The Board has, frequently in the past, granted permission for facility usage to other religious organizations.

The principal of the school has been contacted and it appears that this request will not interfere with any of the school programs. Should a situation appear where a school activity will be scheduled for a Wednesday evening, the pastor of Milwaukee Bible Church has been informed that the school program takes precedence and the Bible studies and recreation activities would have to be postponed to another evening.

Pastor Soto is aware of the requirements of appropriate liability insurance and payment of personnel and utility costs in connection with the facility use.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the appropriate Board Rules be suspended to allow for a building use permit to be issued with the understanding that the organization provide the appropriate insurance coverage and pay all expenses incurred by the Board in opening the school for this event.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

Since 1987 Hope House Homeless Shelter has offered temporary emergency refuge to homeless people. The shelter is operated by the South side Milwaukee Emergency Shelter Inc., a non profit corporation which receives funds from local, state and federal governmental bodies, as well as funding from foundations, corporations, churches, and individuals. In addition to providing emergency shelter arrangements, Hope House also offers instruction in English as second language, Adult Basic Education and General Equivalency Diploma. The Hope House Literacy Program for adults is operated in conjunction with the Milwaukee Area Technical College. Hope House also runs a health clinic on site operated in cooperation with St. Luke's Hospital. In 1991 the shelter offered emergency housing assistance to 2,036 individuals, 554 of which were children.

In March of 1992 the Milwaukee Public Schools Department of Alternative Programs in collaboration with the Hope House Homeless Shelter submitted a proposal requesting funds under the McKinney Homeless Assistance Program (P.L. 101-645). The proposal to provide comprehensive tutoring and basic remedial education services to homeless children residents has been accepted for funding by the Department of Public Instruction.
The MPS Hope House Homeless Shelter program will provide basic remedial education services and tutoring for children ages 4-16 residing at the shelter from 5-7 PM Monday through Friday. Funds from the grant award would fund tutoring services provided by an MPS paraprofessional aide, while professionals working at the shelter would provide additional social, medical and dental care services to children and their families .

The program is also designed to demonstrate a model of collaboration between homeless shelters and the Milwaukee Public School system. It will serve to pilot a comprehensive service model to lessen the effect of a housing crisis on attendance, punctuality and participation in school.

Your Committee recommends that approval be given to enter into a contract for $55,408 with the Hope House Homeless Shelter to provide an academic support and tutoring program for school age children residing at the shelter.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

During the past several years, parents at MacDowell Montessori School have shown a strong interest in extending the current K-5 program to include an *Adolescent Program* for children ages 12 - 14, grades 6-8. Two parent surveys indicated approximately 95% interest in this program. The school based management council at MacDowell voted in support of this move.

In 1992, with the support of the Department of Curriculum and Instruction, a summer writing committee began the development of a curriculum for the *Adolescent Program*. The curriculum includes the integration of subject matter to develop critical thinking and problem solving, as well as utilizing basic skills and knowledges. A portion of the curriculum involves field work which will take students out of the classroom and into the community for career-linking activities such as projects, environmental studies, community service, job shadowing, etc.

The *Adolescent Program* combines independent and group work. It is designed to prepare children to become life-long learners and to give them the self-confidence to adapt to changes in society and in the workplace and become successful adults.

There would be no additional cost to the district for piloting the *Adolescent Program*, as the cost would be included in the current budgeting process, where monies are allocated to schools based on the numbers of pupils enrolled.

There are currently 52 fifth graders at MacDowell. Because of recent changes in the way the district organizes the Exceptional Education pre-school program, there would be classroom space available to accommodate up to 30 of these students as 6th graders in 1993-1994. If the board approves the piloting of the *Adolescent Program*, the school is suggesting that a random selection process be used if more than 30 parents opt to enroll their children in this 6th grade option. The remaining parents would continue to use the school selection process as it currently exists.

The *Adolescent Program* would continue in 1994-1995 with the movement of the sixth grade students to seventh grade, and in 1995-1996 the program would include eighth grade students in a multi-age setting.

The Superintendent recommended that the Board approve the addition of grade 6 to MacDowell for the 1993-1994 school year, to be extended to grade 7 in 1994-1995, and grade 8 in 1995-1996 in order to form an *Adolescent Program*.

Your Committee forwards this item out of Committee to the Board without recommendation, further instructing the administration to provide additional information for the Board.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

Parkview Elementary School currently includes grades kindergarten to six.

Parkview is requesting the removal of one sixth grade class for the 1993-1994 school year in order to have two grade five classes. This would allow Parkview to have two full classes at each grade level. Such an arrangement would offer a stable and consistent learning environment without split classes for the children at Parkview. This, in itself, will enhance the academic achievement of students, without requiring any extra expenditures.

The Parkview School Advisory Council, including the parent component, held several discussions on this change and discussed the implications with additional parents. The support for this change was overwhelmingly positive.

There would be no additional cost to the district, as any costs would be included in the current budgeting process, where monies are allocated to schools based on the numbers of pupils enrolled.

Your Committee recommends that the organization of Parkview Elementary School be changed to K-5.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

The fall 1992 membership count for high, middle and elementary schools exceeded the 1992-92 budget projections by 809 students:

Change From Projection	
High Schools	-244
Middle Schools	+522
Elementary Schools	+531
	+809

The 1992-1993 adopted budget: a) requires that funds be distributed equitably to schools based on the number of pupils; b) provides funding for teachers needed to serve individual school enrollments; c) requires a $2,050 per pupil floor; d) allows schools to make budgetary decisions regarding allocation of staffing and dollars.

A total of $2,870,171 is required to support the enrollment growth and to transfer funding to/from schools based on the teacher staffing formulas and the maintenance of the $2,050 per pupil minimum.

The net cost of allocating dollars to/from schools based on teacher staffing formulas is $1,997,042. Strict application of the staffing formulas would require an additional 48.5 teacher positions. The funding allocated to individual schools may not directly correspond to the number of positions lost or gained. Some schools are transferring funding to salaries from other accounts to ensure that teacher positions are not lost. Some schools adequately budgeted for teachers to cover enrollment growth within the 1992-1993 adopted budget and have allocated dollars to non-salary accounts.

The variances from projected enrollment figures have resulted in some school budgets falling below the $2,050 per pupil floor. Additional funds of $873,129 have been allocated to impacted schools to maintain the $2,050 floor.

Within the 1992-93 adopted budget, $1,416,900, $492,000 over the 1991-92 budget, was provided within the School Contingency Fund for additional teaching staff. This is $1,453,271 less than the full amount required. No surplus funds have been identified within the District's accounts to cover the shortfall. It is proposed that the amount required of $2,870,171 be funded as follows:

School Contingency Funds	$1,416,900
Summer Schools	1,239,204
District Contingent Fund	214,067
Total	$2,870,171

The balance remaining in the summer school budget is $1,239,204. Using these funds will eliminate the June 1993 funding for the 1993 summer school programs. The remaining $214,067 will be obtained from the District's Contingent Fund. The Department of Finance, Division of Budget, will continue to monitor accounts to determine whether or not surpluses are available to restore a portion of the summer school program.

In addition to the reallocations based on the fall membership counts, there are a number of requests by schools to modify the distribution of funds within their individual budgets. These 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.

Detailed attachments on the reallocation of funds and the changes in positions were presented to your Committee and have been made a part of the minutes of your Committee's meeting of November 12, 1992.

The Superintendent recommended:

1. That individual school budgets be increased or decreased in accordance with the attachments provided your Committee, based upon eligibility for increases or decreases in formula teacher staffing.
2. That the net cost increase resulting in school budgets be provided by transfers from the following sources:

School Contingency Funds	$1,416,900
Summer Schools	1,239,204
District Contingent Fund	214,067

3. That the changes in authorized positions, as per the the attachments provided your Committee, be approved.
4. That the changes in authorized positions accompanying internal redistribution of funds within individual school budgets, as presented in the attachments provided your Committee, be approved.

Your Committee forwards this item out of Committee to the Board without recommendation, and further reports having requested that the administration develop additional budget information for the Board.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

Discussion between the Department of Health and Social Services and the Department of Alternative Programs began in February 1992, in response to a need for providing a transitional intensive day program for those students who could exit residential treatment but yet in need of a structured and strong supportive system. Monies were allocated in a central account in the Alternative School budget for the intensive day treatment program during the 1992-1993 budget process.

Notification of the collaborative program between the Department of Health and Social Services and the Milwaukee Public Schools was posted and procedures followed. St. Charles, 151 South 84 Street, was chosen as the contracting agency with MPS providing the educational component and the Department of Health and Social Services providing strong supportive services. The intensive day treatment program is currently operational, and the accounts needed are now identified.

Your Committee recommends that $166,219 be transferred from the in-school program budget to the appropriate accounts.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

The Department of School Administrative Support and Accountability has one clerical vacancy. A temporary service agency was used to get a substitute because the long-term clerical substitutes were dispatched to the schools to fill their vacancies. Payment to the temporary service agency must be made from the General Services account. Sufficient funds are not available to cover this payment in the General Services account. A request to transfer $5000 from the School Secretary I salary account to the General Services account is recommended.

Your Committee recommends that $5000 be transferred from the salary account for School Secretary I to the General Services account in the Department of School Administrative Support and Accountability.

* * * * *

(ITEM 13) The Secretary-Business Manager advised your Committee that:

The Division of Internal Audit requires a substitute secretary with a high level of personal computer training because the Division's current secretary has been temporarily transferred to the Secretary-Business Manager's Office. This substitute secretary will need to be employed from a temporary help agency. In order to provide for this purchased service, funds must be transferred from a salary budget line to a general service budget line.

Your Committee recommends that $5,000 be transferred from salaries to purchased services in the Division of Internal Audit.

* * * * *

(ITEM 14) 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 November 12, 1992:

A. Progress Report on the Capital Improvement Program
B. Statement of Operating Revenues

The Superintendent submitted the following Statement of Operating Revenues for the month ending October 31, 1992, 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	$7,447,342	$569,908,428	$36,984,695	$532,923,733	6.5%
Categorically Aided	48,799,303	5,976,963	54,776,266	6,510,558	48,265,708	11.9%
School Nutrition	23,083,231	128,511	23,211,742	3,580,133	19,631,609	15.4%
Construction	22,800,000	5,000,070	27,800,070	77,969	27,722,101	0.3%
Extension	6,266,245	47,958	6,314,203	303,065	6,011,138	4.8%

C. Statement of Expenses

The Superintendent submitted the following Statement of Expenses as of October 31, 1992, 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	$7,447,342	$569,908,428	$128,770,549	$441,137,879	22.6%
Categorically Aided	48,799,303	5,976,963	54,776,266	10,478,418	44,297,848	19.1%
School Nutrition	23,083,231	128,511	23,211,742	5,472,503	17,739,239	23.6%
Construction	22,800,000	5,000,070	27,800,070	7,194,457	20,605,613	25.9%
Extension	6,266,245	47,958	6,314,203	1,997,537	4,316,666	31.6%

(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 October 31, 1992, and payrolls through October 23, 1992.

D. Expenditure Control Report
E. Report on Transportation Safety

* * * * *

Separate consideration having been requested of Items 6, 8, and 10, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 6 of the report, relating to a request for use of school facilities by the Milwaukee Bible Church, having been set aside for separate consideration, Director Mallory moved suspension of Board rules 9.03(6)(j), 9.04(2) and 10.01 and adoption of the report.

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

Ayes—9; Noes—0.

Item 8 of the report, relating to the MacDowell Montessori School, having been set aside for separate consideration, Director Lucey moved that the report be referred to the Committee on Instruction and Community Relations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily Absent—Director Sinicki—1.

Item 10 of the report, relating to fund transfers to cover enrollment projection errors, having been set aside for separate consideration, Director Mallory moved that the monies be transferred as indicated in the report, and that the Administration bring a plan to the Board in December for replacing the $1,239,204 summer school fund or as much of that amount as possible.

The motion prevailed, the vote being as follows:

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

Noes—None.

SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of Monday, November 9, 1992, at 9:00 AM; Tuesday, November 10, 1992, at 9:30 AM;

Friday, November 13, 1992, at 9:00 AM; Monday, November 16, 1992, at 11:00 AM; Thursday, November 19, 1992, at 9:00 AM; Thursday, November 19, 1992, at 10:30 AM; and Thursday, November 19, 1992, at 11:30 AM.

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

Ayes—9; Noes—0.

RESOLUTIONS

By Director Mallory:

WHEREAS, The 1992-1993 school year student enrollment figures were not completed in a timely manner, thus causing class size to exceed the Board-adopted standards for class size; and

WHEREAS, Final staffing and the related teacher assignment process have a direct impact on students and their performance; and

WHEREAS, The untimely process utilized by the administration for the 1992-1993 school year will have a negative effect on all students, especially those students who have learning disabilities, low achievement levels or special needs, well into the second marking period; now, therefore, be it

RESOLVED, That the administration develop and bring back to the Board a plan which identifies a process that assures that final school staffing will be completed no later than September 30th of each school year.

Referred to the Committee on Personnel and Negotiations.

By Directors Johnson and Mallory:

WHEREAS, The Milwaukee Public Schools and the Milwaukee Board of School Directors are committed to a policy of equal opportunity and nondiscrimination in its workforce; and

WHEREAS, The Milwaukee Board of School Directors is committed to an affirmative action program that seeks to achieve workforce utilization that reflects the community it serves; and

WHEREAS, There have been employee complaints concerning minority representation in the Division of Facilities and Maintenance Services; and

WHEREAS, These complaints have involved the training, promotion and hiring policies and practices of the Division of Facilities and Maintenance Services; and

WHEREAS, The Division of Facilities and Maintenance Services' current workforce shows a statistical underutilization of minorities and women in certain job categories; now, therefore, be it

RESOLVED, That the Department of Human Resources be directed to conduct a study, including an indepth analysis of the Division of Facilities and Maintenance Services' workforce utilization, and the effects of the division's hiring and promotional practices, and access to training opportunities for women and minorities, and be it

FURTHER RESOLVED, That the Department of Human Resources is directed to report to the Board its findings and recommendations with regards to this study no later than March 31, 1993.

Referred to the Committee on Personnel and Negotiations.

By Director Bills:

WHEREAS, The Milwaukee Public School system historically had a student assignment process based on neighborhood schools; and

WHEREAS, Court-ordered desegregation resulted in the creation of a number of popular and exemplary city-wide and 55-45% neighborhood specialty schools; and

WHEREAS, The same student assignment process which created specialty schools also caused many students to be reassigned outside of their neighborhoods at a high cost; and

WHEREAS, The current elementary regionalization assignment system has provided some relief from this, but not enough; and

WHEREAS, Changes in the economy are reflected in the school system's changing demographics with greater numbers of poor and working parents; and

WHEREAS, Parents need their school system to provide greater stability and predictability in the student assignment process for their children; and

WHEREAS, MPS needs greater parental involvement in their children's education; and

WHEREAS, The Board has adopted a Facilities Master Plan, one goal of which is to provide students with greater opportunities to attend schools in their neighborhoods; and

WHEREAS, It is the policy of the Milwaukee Board of School Directors to promote and maintain integrated neighborhoods; and

WHEREAS, The cluster system, with a high school and elementary, middle and K-8 schools which fed into it, provided stability for parents and predictability in the assignment process for their children; now, therefore, be it

RESOLVED, That the Administration consider going back to the future with the cluster system, either on a K-8 or a K-12 basis, in the interest of a more stable and predictable student assignment process; and be it

FURTHER RESOLVED, That the assignment process include the continuation and possible expansion of successful specialty schools, as well as the promotion of more integrated schools in integrated neighborhoods.

Referred to the Committee on Personnel and Negotiations.

By Director Bills:

WHEREAS, Milwaukee has a large urban school district with students who come from many different social, ethnic, racial and economic backgrounds; and

WHEREAS, Milwaukee Public School students have different learning styles and different educational needs; and

WHEREAS, Current studies on educational reform indicate that it is necessary to retrain staff in techniques of shared decision-making, multi-cultural learning strategies, cooperative learning, small group instruction and new assessment strategies; and

WHEREAS, Businesses understand the importance of investing significant resources for developing and retraining their workforce; and

WHEREAS, Staff development has been described as life-long learning for school staff based upon growth and change; and

WHEREAS, The Board is now engaged in determining its budget priorities for the 1993-94 school year; now, therefore, be it

RESOLVED, That on an annual basis, it will be the policy of the Milwaukee Board of School Directors to dedicate 2% of the operations budget for the staff development of its employees.

Referred to the Committee on Personnel and Negotiations.

By Director Sinicki:

WHEREAS, The Department 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, Girl Scouts, youth athletic organizations, etc.; now, therefore, be it

RESOLVED, That the administration and Department 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.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 9:28 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	370	376		2	603	12	61	62	6		746
K3	350	246		6	342	34	35	155	24		596
PK	184	113		1	200	2	30	60	4		297
K4	2092	1962	1	30	2128	175	407	1227	88		4055
K5	4301	4011		107	4773	309	897	2082	143		8312
01	4951	4626		110	5766	374	999	2215	113		9577
02	4404	4050		101	5022	326	892	2016	97		8454
03	4134	3956		93	4782	330	827	1974	84		8090
04	3997	3867		70	4624	328	862	1901	79		7864
05	3898	3745		97	4384	290	813	1967	92		7643
06	3871	3613		88	4499	261	772	1793	71		7484
07	3839	3626		90	4514	237	769	1779	76		7465
08	3271	3381		83	4000	209	708	1584	68		6652
09	4175	4009		124	4751	203	913	2114	79		8184
10	3363	3366		76	3767	201	683	1933	69		6729
11	2485	2712		66	2653	187	483	1747	61		5197
12	1928	2081		41	1998	149	366	1414	41		4009
13	4	1						5			5
Invalid		5			2			3			5
TOTAL	51617	49746	1	1185	58808	3627	10517	26031	1195		101364

Total Active Detached..... 63 (Included above) Total Suburban Transfers—5806
Total Inactive..... 464 (Not included above)

Brown Deer	172	Glendale/River Hills	127	Mequon-Thiensville	217	St. Francis	132
Cudahy	265	Greendale	288	New Berlin	107	Wauwatosa	852
Elmbrook	278	Greenfield	68	Nicolet	138	West Allis	344
Fox Point	140	Hamilton	80	Oak Creek	281	Whitefish Bay	388
Franklin	396	Maple Dale-Indian Hills	318	Shorewood	295	Whitnall	263
Germantown	40	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	1591	78.9	126.3	5.0	Milwaukee Tech	1786	84.5	137.9	4.0
Custer	1169	75.0	102.6	5.0	North Division	913	60.2	88.2	4.0
Hamilton	1845	82.8	142.0	5.0	Pulaski	1560	68.5	112.6	5.0
Juneau	845	84.3	76.8	3.0	Riverside	1448	86.3	121.9	5.0
King	1199	92.4	84.7	4.0	South Division	1689	73.8	159.3	5.0
Madison	1301	72.1	114.5	5.0	Vincent	1387	76.1	108.1	5.0
Marshall	1198	89.8	109.9	5.0	Washington	1596	78.3	136.6	5.0
MHSA	838	86.2	73.3	3.0	TOTAL	20365	79.3	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	949	89.2	84.2	3.0	Muir	937	89.5	87.0	4.0
Bell	911	86.4	79.7	3.0	Parkman	534	82.1	54.8	3.0
Burroughs	920	88.8	82.3	4.0	Robinson	526	92.6	51.7	2.0
Edison	828	89.4	84.2	3.0	Roosevelt	627	92.5	52.0	3.0
Fritsche	1013	90.0	91.8	4.0	Sarah Scott	655	86.3	61.0	3.0
Fulton	625	82.6	61.1	3.0	Sholes	847	85.5	78.1	3.0
Grand Avenue	629	89.9	66.5	3.0	Steuben	922	91.2	73.0	4.0
Kosciuszko	729	83.3	81.5	4.0	Walker	803	85.5	76.0	3.0
Lincoln	632	85.3	55.5	3.0	Webster	1002	89.7	85.2	4.0
Milw.Ed.Center	502	88.1	47.1	3.0	Wright	756	92.3	69.4	3.0
Morse	1214	93.2	85.9	4.0	TOTAL	16561	88.5	1508.0	69.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	381	88.6	24.1	1.0	Humboldt Park	591	92.7	41.4	2.0
Allen Field	995	92.0	79.9	2.0	Irving	692	91.4	51.7	2.0
Auer	626	91.2	63.4	2.0	Kagel	381	93.5	42.9	1.0
Barton	580	92.8	37.0	2.0	Keefe Av.	626	90.3	65.4	2.0
Brown Street	533	91.7	70.6	2.0	Kilbourn	411	93.4	40.1	1.0
Browning	415	92.3	38.3	1.0	Kluge	574	92.1	45.2	2.0
Bruce	519	91.5	39.5	2.0	LaFollette	638	92.0	62.4	2.0
Bryant	614	92.1	40.7	2.0	Lancaster	577	93.9	38.4	2.0
Burbank	565	91.1	32.7	2.0	Lee	620	90.6	58.2	2.0
Burdick	490	90.1	46.4	1.0	Lincoln Av.	665	91.7	43.4	2.0
Carleton	467	93.3	33.7	1.0	Lloyd St.	555	93.8	41.2	2.0
Cass	619	88.5	50.5	2.0	Longfellow	650	95.7	44.3	2.0
Clarke	485	91.4	50.6	2.0	Lowell	299	89.1	19.5	1.0
Clemens	425	92.1	33.0	2.0	MacDowell	509	93.2	41.5	2.0
Clement	446	92.1	33.7	1.0	Manitoba	363	94.3	49.9	2.0
Congress	483	92.7	30.5	2.0	Maple Tree	532	94.5	32.4	2.0
Cooper	409	90.0	31.2	1.0	Maryland Av.	348	92.7	27.8	1.0
Curtin	359	93.4	26.4	1.0	McNair	286	90.4	26.7	1.0
Doerfler	667	92.9	33.5	2.0	Meir	250	96.3	19.8	1.0
Douglass	307	95.2	24.9	1.0	Milw.Im.French	384	94.3	28.4	1.0
Dover	613	93.9	53.0	2.0	Milw.Im.German	529	94.2	43.2	2.0
Dr. King	543	92.4	76.0	2.0	Milw.Im.Spanish	526	93.9	38.8	1.0
Eighty-first	470	90.2	29.6	1.0	Mitchell	794	90.9	53.0	2.0
Elm	570	94.8	41.7	1.0	Morgandale	591	94.4	48.7	2.0
Emerson	280	92.7	24.5	2.0	Multilingual	348	90.1	36.3	1.0
Engleburg	486	93.7	39.8	2.0	Neeskara	409	94.8	37.4	1.0
Fairview	543	93.4	54.1	2.0	Ninety-fifth	332	92.6	26.3	1.0
Fernwood	462	89.3	33.9	2.0	Palmer	631	88.3	62.1	2.0
Fifty-third	405	94.4	32.3	1.0	Parkview	401	90.7	30.2	1.0
Forest Home	944	92.4	74.2	2.0	Philipp	343	90.5	29.8	1.0
Franklin	593	92.0	57.8	2.0	Pierce	554	90.0	61.2	2.0
Fratney	366	94.5	42.7	1.0	Riley	662	93.6	47.5	2.0
Gaenslen	708	87.9	86.6	2.0	River Trail	356	92.9	25.5	1.0
Garden Homes	508	90.6	44.4	2.0	Seventy-eighth	549	91.1	44.7	2.0
Garfield	430	94.1	37.8	1.0	Sherman	590	94.5	38.3	2.0
Garland	365	90.6	23.9	1.0	Siefert	604	91.5	54.8	2.0
Goodrich	430	92.8	28.2	2.0	Silver Spring	382	89.9	28.9	1.0
Grant	591	92.1	38.0	2.0	Sixty-fifth	368	93.7	29.7	1.0
Grantosa	620	96.4	49.9	2.0	Starms	368	89.0	37.0	1.0
Granville	418	95.8	32.6	2.0	Story	513	91.7	45.2	2.0
Green Bay Av.	565	95.2	58.2	2.0	Stuart	322	93.9	26.8	1.0
Greenfield	398	94.8	33.1	1.0	Thirty-eighth	566	94.8	37.3	2.0
Hampton	574	91.3	40.7	2.0	Thirty-fifth	350	91.2	23.6	1.0
Happy Hill	503	91.3	31.4	2.0	Thirty-first	486	94.6	38.5	2.0
Hartford	611	92.9	41.6	2.0	Thirty-seventh	526	87.7	49.7	2.0
Hawley	323	92.6	23.3	1.0	Thoreau	714	92.8	52.2	2.0
Hawthorne	349	91.9	24.5	2.0	Thurston Woods	355	89.3	29.6	1.0
Hi-Mount	475	92.8	27.5	1.0	Tippecanoe	241	92.7	18.5	1.0
Holmes	746	87.7	79.4	2.0	Townsend	527	93.6	37.0	1.0
Honey Creek	339	91.2	26.9	1.0	Trowbridge	381	90.2	33.4	1.0
Hopkins	781	89.4	60.0	2.0	Twenty-first	593	94.2	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	659	90.6	57.4	2.0	Whitman	420	89.8	37.0	1.0
Urban Waldorf	309	91.2	28.9	1.0	Whittier	203	95.0	12.3	1.0
Victory	467	94.1	40.5	2.0	Wisconsin Av.	689	93.3	46.7	2.0
Vieau	623	91.3	63.8	2.0	Zablocki	609	90.9	50.0	2.0
Wheatley	740	90.0	61.8	2.0	TOTAL	55975	92.2	4600.6	176.0
OTHER SCHOOLS									
Craig	113	77.3	58.0	1.0	Manitoba Ortho.	126	87.2	.0	.0
Demmer	78	53.5	6.2	.0	Phoenix Alt. HS	144	64.8	10.5	1.0
Hayes	105	63.8	40.0	1.0	Pleasant View	112	72.1	44.0	1.0
Kilmer	285	83.8	20.3	1.0	Sixty-eighth	186	65.3	15.3	1.0
Lady Pitts	219	55.6	33.5	1.0	Stay	105	67.3	9.3	1.0
Lapham Park	116	67.3	16.5	1.0	Commun. Based	1036		33.0	.0
Lavarnway	32	83.9	7.2	1.0	TOTAL	2657	71.4	293.7	10.0
					MPS TOTAL	95558	88.3	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1992
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	2161	23	24	0	347	5	913	18	39	0	3526	47	3573
Emotion. Dist.	25	2	1334	46	2	0	117	3	490	25	24	1	1992	77	2069
Autistic	1	0	72	6	1	0	3	1	44	1	2	0	123	8	131
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	37	40	0	0	6	6	14	37	0	1	58	84	142
Physically Hdcp.	3	0	276	101	16	3	62	9	192	109	7	6	556	228	784
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	94	23	20	2	17	5	94	17	10	0	238	47	285
Mentally Ret.	10	3	1308	206	13	10	142	26	357	107	13	4	1843	356	2199
Speech/Language	42	22	2089	1408	55	42	300	240	1083	696	35	42	3604	2450	6054
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	127	28	7371	1853	131	57	994	295	3187	1010	130	54	11940	3297	15237
Ethnic Totals	155		9224		188		1289		4197		184		15237		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 2, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:48 PM.

Present—Directors Bills, Johnson, Lucey, Mallory (6:51 PM), O'Connell, O'Neil, Sinicki, Small and President Mitchell—9.

Absent—None.

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

November 24, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Wednesday, December 2, 1992, at 6:30 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 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 Section 19.856 (1) (c), Wisconsin Statutes, in executive session and may reconvene in open session for possible action on matters noticed.

RONALD J. VAVRIK
Interim Secretary-Business Manager

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 Bills, Lucey, O'Connell, O'Neil, Sinicki, Small and President Mitchell—7.

Noes—None.

Voting "Present"—Director Johnson—1.

The board retired to executive session at 6:50 PM.

The Board adjourned from executive session at 9:51 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:36 PM.

Present—Directors Bills, Lucey, O'Connell, Sinicki and President Mitchell—5.

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

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

December 3, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, December 7, 1992, in the Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating negotiation strategies to be used in negotiations for the successor agreement to 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 may, pursuant to sec. 19.85(1)(e), Stats., retire to executive session in order to consider the formulation of negotiation strategies to be used in the negotiations for a successor agreement to the 1987 Interdistrict Desegregation Settlement Agreement and may reconvene in open session in order to consider and act upon matters discussed in executive session.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of formulating negotiation strategies to be used in negotiations for the successor agreement to the 1987 Interdistrict Desegregation Settlement Agreement with the NAACP and various suburban school districts and possibly taking action relative to negotiation strategies discussed.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Sinicki and President Mitchell—4.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 6:39 PM.

The Board adjourned from executive session at 7:17 PM.

RONALD J. VAVRIK

Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 14, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:11 PM.

Present—Directors Bills, Lucey, Mallory (6:19 PM), O'Connell (7:30 PM), O'Neil, Sinicki and President Mitchell—7.

Absent and excused—Directors Johnson and Small—2.

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

November 24, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, December 14, 1992, 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 may retire to executive session to deliberate the matter and may reconvene in open session for possible action on matters considered in executive session under Section 19.85 (1) (e), Wisconsin Statutes.

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

RONALD J. VAVRIK
Interim Secretary-Business
Manager

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 Bills, Lucey, O'Neil, Sinicki and President Mitchell—5.

Noes—None.

The Board retired to executive session at 6:13 PM.

The Board adjourned from executive session at 7:44 PM.

ROBERT J. LAWRENCE

Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 15, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 6:26 PM.

Present—Directors Lucey, O'Connell, O'Neil, Small and Vice-President Bills—5.

Absent and excused—Johnson, Mallory, Sinicki, and President Mitchell—4.

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

December 1, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Tuesday, December 15, 1992, 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).

This meeting will be held in public or in private at the request of the teacher.

The committee 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, Wisconsin Statutes.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter of the dismissal of a tenured teacher.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, O'Neil and Small—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:28 PM.

Director O'Connell moved that the Committee of the Whole retire to executive session for the purpose of considering its decision.

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

Ayes—5; Noes—0.

The Committee of the Whole retired to executive session at 11:18 PM.

The Committee of the Whole reconvened in open session at 11:30 PM.

Director O'Connell moved to rise from the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, O'Neil and Small—5.

Noes—None.

The Board rose from the Committee of the Whole at 11:31 PM.

Vice President Bills, who chaired the Committee of the Whole, presented the following report of the Committee.

Your Committee reports having given hearing in the matter of an appeal of disciplinary action of the dismissal of Jean Gorski from her teaching position 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 reports having heard the evidence in the matter and has determined that there existed cause to dismiss Jean Gorski from her teaching position for violation of the residency requirement

Your Committee recommends that the dismissal be sustained.

Director O'Connell moved to accept and concur with the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, and O'Neil—4.

Voting "present"—Director Small—1.

The Board adjourned at 11:32 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 1992

Special meeting of the Board of School Directors called to order by Vice-President Bills at 6:33 PM.

Present—Directors Bills, Johnson, Lucey, Mallory (6:45 PM), O'Neil, Sinicki and Small—7.

Absent and excused—Director O'Connell and President Mitchell—2.

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

December 15, 1992

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors scheduled to meet at 6:00 PM, Thursday, December 17, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the original purpose of conducting a work session on the 1993-94 budget and budget process including, but not limited to, the determination of budget priorities will now meet for the **REVISED PURPOSE of identifying, discussing and possibly taking action relative to the budget process and budget parameters that will be utilized to develop the 1993-1994 budget.**

This meeting immediately precedes the December Finance and Facilities Committee meeting scheduled to be held at 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

REVISED MEETING PURPOSE

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of identifying, discussing and possibly taking action relative to the budget process and budget parameters that will be utilized to develop the 1993-1994 budget.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Neil, Sinicki, Small and Vice-President Bills—6.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:34 PM.

Vice-President Bills assumed the chair in the absence of Director Mallory, the Chair of the Budget Committee.

The Board rose from the Committee of the Whole by unanimous consent at 7:50 PM.

Vice-President Bills presented the following report of the Committee of the Whole:

Your Committee recommends that the administration prepare budget proposals based on a 3.8 percent increase scenario and a 2.0 percent increase scenario.

The Board accepted the report of the Committee of the Whole by unanimous consent.

The Board adjourned at 7:51 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

STANDING COMMITTEES

Budget Committee—Director Mallory, Chair

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:14 PM.

Present—Directors Bills, Johnson (8:16 PM), Lucey, Mallory, O'Connell, O'Neil, Sinicki, Small and President Mitchell—9.

Absent—None.

President Mitchell asked for a moment of silence in observance of the memory of four MPS students who lost their lives in a tragic incident Saturday.

APPROVAL OF MINUTES

The proceedings of the special Board meetings on November 2, November 4, November 9, 6:00 PM, November 9, 7:00 PM, November 11, 5:45 PM, November 11, 6:00 PM and the regular Board meeting of November 23, 1992, were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

December 21, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Claim against the Milwaukee Public School District, filed by Mrs. Mary Mitchell on behalf of Patrina Pichon, her minor daughter. Mrs. Pichon is requesting payment of medical costs incurred by her for services rendered to her daughter Patrina due to actions taken by the staff of Bell Middle School during the fall semester of the 1992 school year.

   Claim for payment of services is in the amount of $261.75.

2. Claim against the Milwaukee Public School District filed by Mrs. Jessie Butler on behalf of her daughter, Jessica Butler who allegedly sustained personal injuries at the Thirty-eighth Street School on June 1, 1992.

   Claim for payment of medical services is in the amount of $320.50.

The CNA Insurance Company which was the carrier of the Board's general comprehensive liability insurance at the time that the alleged injuries occurred has requested that the Board disallow these claims.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file.

Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully Submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

(above mentioned document attached)

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

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

Noes—None.

SUPERINTENDENT'S COMMUNICATION

December 21, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

In late August of 1987 the Department of Community Recreation and Educational Services was requested by a number of community agencies to take the leadership role in planning and developing a Fire Education Center as part of a major campaign in fire safety to reduce fire related deaths in Milwaukee.

In 1988, a committee consisting of community and agency representatives was formed to raise funds for this facility, and a campaign was started. The Allstate Insurance Foundation provided a grant of $205,000. In 1989 the Board of School Directors contributed $60,000 to the building fund, as did the City of Milwaukee. Grants from the other foundations and donations from groups and individuals provided the needed $500,000 to build a Milwaukee Fire Education Center and Survive Alive House.

The Fire Education Center was completed in January of 1992 and began operation in February. It is operated as a cooperative venture between the Milwaukee Fire Department and MPS. The Fire Department provides two full-time firemen who are in charge of the program. The Recreation Department assigns three part-time staff who serve as volunteer coordinators and provide office support. Currently there are 75 volunteers. A building engineer is provided by Operation Services. The curriculum was developed and is revised as necessary by the MPS Department of Curriculum and Instruction.

The center serves 120 MPS 2nd and 5th Grade students each school day. All 2nd and 5th Grade teachers are provided curriculum materials to utilize prior to and after the visit. In the summer students in Recreation Enrichment Camps and in other agency programs attend on a daily basis.

An Operating Advisory Committee has been formed and consists of representatives from the Department of Community Recreation and Educational Services, the Department of Curriculum and Instruction, the Fire Department, the Department of Building Inspection, Allstate Insurance, Milwaukee Safety Commission, Wisconsin Electric Company, Kubala, Washatko Architects, and Milwaukee Realtors Association.

In addition to the Operating Advisory Committee, a Milwaukee Fire Education Center Foundation is being established. The sole function of this foundation is to raise funds and provide financial support to the center. The goal is to establish a significant endowment that will provide funds for future operation of the center.

As special recognition to all groups who provided financial support, the Operating Advisory Committee is presenting them with a special designed plaque or certificate

Ms. Mary Gissal will present a plaque to the Board on behalf of the Fire Education Center Committee and the children of Milwaukee.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Received and ordered placed on display in the Board Room.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

December 21, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The Settlement Agreement with the suburban school districts expires at the end of this school year.

Over the past several months, the Board has met in closed session to consider negotiations strategies concerning a successor agreement to the Settlement Agreement.

It now appears unlikely that all of the parties will be able to agree to a successor agreement before its expiration.

We are therefore recommending that the Board approve an extension of the current agreement for two years while negotiations continue. This request is also being submitted to all other parties to the settlement agreement.

The necessary documentation has been drawn up by the City Attorney and is attached.

It is recommended that the Board approve an addendum to the Settlement Agreement extending it for two years; and that the Board authorize the Superintendent to issue a letter to confirm an agreement to meet with the other parties to the agreement to discuss in good faith the concerns of the parties and to consider recommendations for changes to improve the program, both authorizations remaining contingent upon approval of these same agreements by all other districts involved in the original agreement and the NAACP.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

(attachments)

Director Small moved concurrence with the joint recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Small and President Mitchell—5.

Noes—Directors Lucey, O'Neil and Sinicki—3.

Voting "Present"—Director Johnson—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of November 4, 1992, through November 25, 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. 10531 to 13339, inclusive

Payrolls (net of withholdings)	$16,686,850.61	
Accounts	$38,986,275.49	
		$55,673,126.10

CONSTRUCTION FUND

Accounts, Voucher Nos. 421 to 492, inclusive

Accounts	$326,482.86

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 444 to 548, inclusive

Payrolls (net of withholdings)	$212,270.54	
Accounts	$216,328.84	
		$428,599.38

TOTAL $56,428,208.34

JOYCE MALLORY
Chair

The accounts were allowed, the vote being as follows:

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and Secretary-Business Manager present a joint report to the Committee recommending the following appointments, promotions, changes in status and returns from leave. Your Committee recommends that these appointments, promotions, changes in status and returns from leave be, and they hereby are, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Elaine Bieszk Allen-Field $15,531.11/yr.	School Secretary I (New position)	12-02-92
Beverly Coleman School Adm. Supp. & Acct.	School Secretary I $21,965.06/yr. (Replacement for transfer)	11-03-92
Monica Dickerson Silver Spring	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	11-16-92
Catherine Kenney Comm. Rec. & Ed. Serv.	Activity Specialist $9.44/hr.($18,124.80/yr.) (Replacement for resignation)	12-15-92
Fern Kidd Info & Tech. Services	Computer Operator $25,715.82/yr. (Replacement for resignation)	11-16-92
Diane Liberto Lancaster	School Secretary I $18,240.44/yr. (Replacement for transfer)	12-07-92
Dolores Smukowski Sholes	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	11-23-92
David Torres Main. Services	Electrician $19.83/hr.($39,660.00/yr.)	11-09-92 Fac. &

(Replacement for resignation)

PROMOTIONS

Carol Berres Philipp	Food Service Manager I $11,806.56/yr.	11-10-92

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Susan Burton	School Bookkeeper	12-01-92
Finance	$16,909.56/yr.	
Barbara Holcomb	Key Punch Operator I	11-16-92
Info & Tech. Services	$22,668.10/yr.	
Albert Phillips	Food Service Manager I	10-27-92
37th	$11,806.56/yr.	
Robert SuritaFacilities Information System	Manager	12-07-92
Fac. & Main. Services	$41,281.00/yr.	
	CHANGES IN STATUS	
Stanley Barnhill ^	School Safety Aide	11-02-92
School Safety	$7.45/hr.($10,966.40/yr.)	
Phyllis Biel **	Clerk I	11-23-92
Milw. German Immersion	$12,551.33/yr.	
Patti DeBow #	Clerk Typist I	11-30-92
Siefert	$12,551.33/yr	
Debra Haase #	Clerk Typist I	12-07-92
EESSC	$15,138.50/yr.	
Tiana Hood #	Handicapped Children's Assistant	12-07-92
Kluge	$10,168.20/yr.	
Laurie Kleiman =	School Secretary I	10-29-92
Vieau	$9.34/hr.($7,472.00/yr.)	
Ida Weldon +	School Secretary I	10-12-92
Mary Ryan Alternative	$11.40/hr.($9,120.00/yr.)	

^ From a General Aide position
** From a School Office Assistant position
# From substitute to regular

= From 10 month to 10 month-hourly
+ Voluntary demotion from Keypunch Operator II (12 month) to School Secretary I - Hourly (10 month)

RETURNS FROM LEAVE

Denise Bokath	School Secretary I	11-02-92
Curriculum & Instruction	$19,415.24/yr.	

* * * * *

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

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Marietta F. Luckman Elementary	B	23,113	0	08-26-92
	Effective between October 15, 1992, and October 27, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Jeanne T. Kolwitz Upper Elementary	B	23,113	0	10-19-92
(r)	Carol M. Lemmermann Upper Elementary/6th Gr.	B	23,113	0	10-27-92
(nr)	Michelle A. Meronk Elementary	B	24,268	1	10-22-92
(r)	Paula J. Nooyen Elementary	B	23,113	0	10-22-92
(nr)	Julie A. Paradeis Upper Elementary/6th Gr.	B	23,113	0	10-26-92
(r)	Danilo J. Rivas Elementary	B	23,113	0	10-26-92
	Effective between October 28, 1992, and November 9, 1992, inclusive:				
(r)	Judith A. Knight Elementary/1-6	B	23,113	0	11-02-92
(nr)(a)	Mary E. Phelps C.D	C	30,035	3	11-02-92
(r)	Stephanie M. Ruel E.D.	B	23,113	0	11-03-92

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between November 10, 1992, and November 20, 1992, inclusive:				
(r)	Jerry L. Allison Upper Elementary	B	23,113	0	11-13-92
(r)	Darlene D. Liston Math	B	23,113	0	11-16-92
(nr)	Jenifer L. Ruppert Upper Elementary/Science	B	23,113	0	11-13-92
(r)	Michael S. Weinstein Upper Elementary/Computers	B	23,113	0	11-16-92
	Effective between November 23, 1992, and December 4, 1992, inclusive:				
(r)	Carol B. Flora Head Start	B	23,113	0	11-23-92

	School Psychologists - Schedule 05	Salary	Years of Experience Credit	Start Date
	Effective October 28, 1992, and November 9, 1992, payroll:			
(nr)	Carol J. Prasse	31,345	0	11-09-92
	Effective November 10, 1992, and November 20, 1992, payroll:			
(nr)	Charles W. Norman	31,345	0	11-11-92

(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:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Mary Weisto	Principal Congress Elementary School	Schedule III, Range 13D $58,882
(r)	Delfina Estevez	Principal Multilingual/Multicultural Academy	Schedule III, Range 13D $59,118

(r)	Ralph DeVito	Principal Irving Elementary School	Schedule III, Range 14D $53,423
(r)	Peggie Swift	Principal Kilbourn Elementary School	Schedule III, Range 13D $59,118
(r)	Rose Carr	Principal Palmer Elementary School	Schedule III, Range 13D $59,118
(r)	Winifred Tidmore	Assistant Principal Lloyd/Seventy-eighth Street Elementary Schools	Schedule III, Range 10D $43,572
(r)	Gwendolyn Sullivan	Supervisor, Chapter 1 Early Childhood and Even Start Family Literacy	Schedule III, Range 8C $43,738
(nr)	Kathleen Bassewitz	Supervisor Chapter 1 Secondary English/ Language Arts	Schedule III, Range 8B $49,501
(r)	Frankie Johnson	Supervisor Chapter 1 Secondary Reading	Schedule III, Range 8B $49,501
(r)	Pamela Penn	School Media Specialist	Schedule III, Range 7A $39,315
(r)	Dorothy James Community Relations	Assistant Coordinator $37,443	Schedule III, Range 6A
(nr)	Armando Nunez Facilities and Maintenance Services	Facilities Planning Analyst	Schedule III, Range 6A $44,000
(r)	*Josef Roca Facilities and Maintenance Services	Manager of Operation Services	Schedule III, Range 10A $52,066.08

*Classified position

(r) Resident
(nr) Non-resident

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to January, 1993:

Laura Steininger	37th Street	October 22, 1992
Deborah Tauferner	Jackie Robinson	May 25, 1992

Illness leave, to June, 1993:

Debra Klingman	Grand Avenue	August 26, 1992

Maternity leave, to January, 1993:

Barbara Moeser	Brown	October 13, 1992

Personal Leave, to January, 1993:

Ellease Mayo	Walker	November 9, 1992
Clare Kaufman	Day-to-Day	August 26, 1992

Personal Leave, to June, 1993:

Karen Bradley	Humboldt Park	December 7, 1992
Ann Schneider	On Leave	October 30, 1992

Extension of Illness, to January, 1993:

Delois Brown	On Leave	August 26, 1992

Extension of Illness, to June, 1993:

Hazel Moore	On Leave	August 26, 1992
Paul O'Brien	On Leave	January, 1993
Lynne Warsaw	On Leave	January, 1993

Extension of Maternity, to June, 1993:

Susan Ellman	On Leave	January, 1993
Laura Hartnett Weiner	On Leave	January, 1993
Laureen Sherman	On Leave	January, 1993
Janice Smith Jorjorian	On Leave	January, 1993

Extension of Maternity, to January, 1994:

Karen Coleman	On Leave	January, 1993

Extension of Personal, to June, 1993:

Gwendolyn Gaddy	On Leave	August, 1992
Joanne Parlee	On Leave	January, 1993
Annie Rheams	On Leave	August, 1992

Extension of Personal, to January, 1994:

Valorie Olson	On Leave	January, 1993

CURTAILMENT OF LEAVE

Freya Neumann —Was granted a Personal Leave from August 1992, to June 1993. Curtailed as of January 6, 1993

Ann Schneider —Was granted a sabbatical Leave from August, 1992, to June, 1993. Curtailed as of October 30, 1992

* * * * *

(ITEM 5) 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
Katherine S. Armstrong	Teacher	08-25-92
Jessica L. Beine	Teacher	11-06-92
Robin S. Cohen	Teacher	08-25-92
Catherine B. Collins	Teacher	11-30-92
Richard G. Czeszynski	Ass't. Prin.	06-15-93
Joan V. Groth	Teacher	12-18-92
Tamar S. Jacobsohn	Teacher	12-04-92
Robert H. Jaskulski	Teacher	01-22-93
Margaret M. Kegley	Teacher	11-18-92
Ronald P. Kuehne	Teacher	11-13-92
Mary J. Lynch	Speech Path.	11-20-92
William P. Mosiman	Teacher	11-13-92
Diane J. Radke	Teacher	01-22-93
Philip L. Riemer	Teacher	08-25-92
Margaret M. Selz	Teacher	12-01-92
Susan T. Sernoe-Plotkin	Teacher	11-10-92
Evelyn A. Sloan	Administrator	11-03-92
Donovan Strandt	Teacher	01-22-93
John D. Wierzbicki	Voc. Counselor	11-13-92

* * * * *

(ITEM 6) 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 teachers:

Martha Chambers

Ms. Chambers has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, 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. Her letter was returned, addressee not known. To date there has been no correspondence.

Robin Cohen

Ms. Cohen has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, 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 correspondence.

Lisa Kodish

Ms. Kodish has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, 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.

Matthew E. Meyers

Mr. Meyers has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. Mr. Meyers letter was returned with an old forwarding address in McAllen Texas. To date there has been no response.

Catherine Mida

Ms. Mida has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, 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.

Vicky Shelton

Ms. Shelton has been absent without leave from the Milwaukee Public Schools since August 26, 1992. No requests for any leaves of absence are on file. On November 2, 1992, 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 1991-1992 school year and failed to respond to a June 1992, 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 1992-1993 school year, the teacher would be removed from the list of appointed teachers. These teachers are:

Pamela Burns
Kathleen Harris
Kathleen Olwy
Anthony Piparo
Laura Salituro
Margaret Scanlan
Geri Steinhofer
Bernice Towns

* * * * *

(ITEM 7) The Superintendent advised your Committee that James E. Johnson, a tenured teacher with the Milwaukee Public Schools has been convicted of a felony and has been incarcerated. As a result of this conviction, the Wisconsin Department of Public Instruction has revoked the license of this teacher effective August 24, 1992. Since the teacher's license has been revoked, Milwaukee Public Schools has terminated this teacher.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on November 23, 1992 (Proc., p. 387), the Board referred the following resolution, which was introduced by Director Mallory, to the Personnel and Negotiations Committee:

WHEREAS, The 1992-1993 school year student enrollment figures were not completed in a timely manner, thus causing class size to exceed the Board-adopted standards for class size; and

WHEREAS, Final staffing and the related teacher assignment process have a direct impact on students and their performance; and

WHEREAS, The untimely process utilized by the administration for the 1992-93 school year will have a negative effect on all students, especially those students who have learning disabilities, low achievement levels or special needs, well into the second marking period; now, therefore, be it

RESOLVED, That the administration develop and bring back to the Board a plan which identifies a process that assures that final school staffing will be completed no later than September 30th of each school year.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration develop and bring back to the Board a plan which identifies a process that assures that final school staffing will be completed no later than September 30th of each school year.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

At its meeting on November 23, 1992 (Proc., pp. 387-388), the Board referred the following resolution, which was introduced by Directors Johnson and Mallory, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Public Schools and the Milwaukee Board of School Directors are committed to a policy of equal opportunity and nondiscrimination in its workforce; and

WHEREAS, The Milwaukee Board of School Directors is committed to an affirmative action program that seeks to achieve workforce utilization that reflects the community it serves; and

WHEREAS, There have been employee complaints concerning minority representation in the Division of Facilities and Maintenance Services; and

WHEREAS, These complaints have involved the training, promotion and hiring policies and practices of the Division of Facilities and Maintenance Services; and

WHEREAS, The Division of Facilities and Maintenance Services' current workforce shows a statistical underutilization of minorities and women in certain job categories; now, therefore, be it

RESOLVED, That the Department of Human Resources be directed to conduct a study, including an indepth analysis of the Division of Facilities and Maintenance Services' workforce utilization, and the effects of the division's hiring and promotional practices, and access to training opportunities for women and minorities, and be it

FURTHER RESOLVED, That the Department of Human Resources is directed to report to the Board its findings and recommendations with regards to this study no later than March 31, 1993.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Department of Human Resources 1) be directed to conduct a study, including an indepth analysis of the Division of Facilities and Maintenance Services' workforce utilization, the effects of the division's hiring and promotional practices, and access to training opportunities for women and minorities; 2) be directed to report to the Board its findings and recommendations with regards to this study no later than May 31, 1993; and 3) be given the authority to bring in assistance in doing the study, including appropriate legal counsel if judged necessary by the Director of the Department.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

The following schools have requested additional staffing changes in their 1992-1993 budgets:

School	Additional staff	Costs
Fairview Elementary	.5 School Psychologist	$ 22,285
Fernwood Elementary	.5 Assist. Principal	$ 21,000

Funding will be reallocated within the local school budgets to accommodate these staffing changes.

Your Committee recommends that, in accordance with the concept of a System of Schools, these positions be authorized with funding provided through the local school budget.

* * * * *

(ITEM 11) 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 YEARS 1991-1992 AND 1992-1993

Districts with Five Year Goals:

District	1992-1993 Settlement Agreement Goal	Seats Made Available 1992-1993

Menomonee Falls	304	354
West Allis/West Milw.	1,150	1,150

Your Committee recommends that the 1992-1993 Chapter 220 interdistrict pupil transfer agreements for the school districts of Menomonee Falls and West Allis/West Milwaukee be approved.

* * * * *

(ITEM 12) 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 December 14, 1992.

A. Affirmative Action Report for November 1992.
B. Report on Posting Warning Signs regarding the Use of Metal Detectors.

Separate consideration having been requested for Items 2, 9 and 11, 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 Lucey 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 9 of the report, relating to hiring and promotional practices in the Division of Facilities and Maintenance Services, having been set aside for separate consideration, Director Mallory moved adoption of the resolution.

Director Lucey moved a substitute, that the Superintendent and Secretary-Business Manager undertake the study and report their findings and recommendations to the Board no later than May 31, 1993.

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

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

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

The original motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson , Mallory, O'Connell, Sinicki, Small and President Mitchell—7.

Noes—Directors Lucey and O'Neil—2.

Item 11 of the report relating to the Interdistrict Transfer Agreement, Director O'Connell moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

* * * * *

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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:

Summer school 1992 included K-12 programs for Bilingual, English as a Second Language, and Exceptional Education students, as well as a regular education high school program. These programs were six weeks long and started in June. Also included was a four week middle school promotional program for students in grade 8 starting in July. Driver Education, Regular Education Elementary, and Music Enrichment Programs were not offered in 1992. A Federally Funded Chapter 1 Summer Program was offered for non-MPS students.

As a result of Board Action on 11/23/92, the 1992-1993 summer school budget was eliminated. A total of $1.239 million, which was to pay for June, 93 summer school costs, was removed from the 1992-1993 summer school budget and was used to pay for increases in staffing accounts.

In the event that additional monies are found to implement a full/limited summer school in June, 1993, the program option that follows is recommended. The program to be planned will qualify for state aid reimbursement.

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 such as one offered in the Summer of 1992. 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.

During the past, as many as 1,000 high school and middle school students attended summer school as a requirement for participation in the STEP-UP Program. If no high school or middle school option is offered this summer, the Private Industry Council will have to provide an educational experience for all those students in their Program with a grade point average less than 2.0.

At this time, a six week Exceptional Education Summer School Program for Grades K-12 is recommended. Compared to the 1992 Exceptional Education Summer School Program, this option eliminates some of the classes for mildly disabled children but maintains the same number

of classrooms for children with more serious handicapping conditions. It includes diagnostic services. Estimated costs for the Exceptional Education Program are listed below.

Costs June 93 (1992-1993 Budget)	$ 436,788
Costs July 93 (1993-1994 Budget)	$1,111,617
	$1,548,405

In Item 6, salary estimates are based on 1991-1992 salary schedules, do not include fringe benefits, and do not include any salary increases that may be negotiated. Transportation costs are included in the 1993-1994 budget portion of the estimated costs while most supply and service costs are included in the 1992-1993 budget portion. Department of Community Recreation and Educational Services costs are not included.

In addition to the July, 1993 costs listed in Item 6, June, 1994 costs must also be added to the 1993-94 Budget. The June, 1994 costs will be about 8% higher than June, 1993 costs because of an extra day in the June, 1993 calendar.

On March 1, 1993, the Administration will reexamine the budget to determine if additional funds will be available. If funds are available, programs will be added in the following priority: Bilingual and English as a Second Language; regular education high school; and, regular education middle school. These programs were offered during the summer of 1992. Funding for either four-week or six-week programs will be examined.

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.

The funds that have been identified for transfer to fund the summer program have been itemized on a fiscal note which has been attached to the minutes of your Committee's meeting of December 16, 1992.

Superintendent's recommendation:

The Superintendent recommended that the Board approve the implementation of the administration's plans for summer school 1993.

Your Committee reports this item to the Board out of Committee without recommendation.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

In November an informational item was submitted to the Instruction and Community Relations Committee which included a report on the 1992 Summer Recreation Enrichment Camps and recommendations for the 1993 program.

To facilitate timely program planning and parent notification, a commitment to program operation and funding must be made in December 1992.

Due to the fiscal year ending in June, budget and program planning involves two fiscal years.

The cost of operating 17 sites for the 1991-1992 fiscal year was $578,609 or $34,036 per site.

After further review of available options, the Recreation Department proposes operation of 20 sites. This would increase participation from 3,949 children in the Summer of 1992 to a projected 4,640 children in the Summer of 1993. The cost of operating 20 sites for the 1993/94 fiscal year

would be $993,815 or $49,691 per site. The increase in per camp cost is necessary to make needed program improvements.

Total cost for 20 sites includes the following:

	SUMMER 1992 LEVEL	COST OF IMPROVEMENTS	SUMMER, 1993 LEVEL
Supplies	$48,405	$35,600	$84,005
Field trips	13,068	14,532	27,600
Operation Services	16,830	3,570	20,400
Wages	416,922	301,253	718,175
Benefits	83,384	60,251	143.635
TOTAL	$578,609	$415,206	$993,815

Based on parent and staff evaluations from the 1992 Summer Recreation Enrichment Camps, the Recreation Department proposes a 1993 fee structure which includes the following options:

(1) $20 per child, per week for program time of 9:00AM-4:00PM.
(2) $30 per child, per week for program time of 9:00AM-4:00PM with additional early drop off (7:00AM-9:00AM) and/or late pickup (4:00PM-6:00PM).
(3) $10 per child, per week for program time of 9:00AM-4:00PM for children who receive free or reduced lunch.
(4) $15 per child, per week for program time of 9:00AM-4:00PM with additional early drop off (7:00-9:00AM) and/or late pick up (4:00-6:00PM) for children who receive free or reduced lunch.
(5) $5 per child, per week for full day for those receiving scholarships.
(6) Estimated revenue for 20 sites is $250,000 as compared to actual 1992/93 revenue for 17 sites of $181,026.

The Recreation Department's budget includes $328,450 to cover the June 1993 operating costs for 20 sites.

The 20 proposed sites for 1993 include: Goodrich, Burroughs, Parkview, Hampton, Garden Homes, 65th St, Sherman, Clarke St., Auer Avenue, Urban Waldorf, Elm, Dr. Martin Luther King Jr., Hartford Avenue, Palmer, Longfellow, Forest Home Avenue, 78th Street, Zablocki, Humboldt Park and Cooper. Actual location of sites may change after consideration of facility and maintenance needs, street repairs and other variables.

In the past, the Recreation Department has also provided EEN students a 6 week summer recreation program immediately following the morning summer school. This combination provided parents with a full-day program for their children. The Department is currently planning to operate 6 afternoon recreation programs for the summer of 1993.

Eliminating or shortening the 1993 Summer School Program for EEN students would severely limit their enrichment and recreation opportunities.

The proposed improvements and expansion of Recreation Enrichment Camps will increase the 1993/94 Extension Fund Budget by $278,000.

Your Committee recommends that 1) the Board maintain funding at last years level with an allowance for inflation; 2) the Board approve the proposed fee structure; and 3) the Board continue to support a 6 week summer recreation program for EEN students.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

The Milwaukee Public Schools most recent court order was effective from the 1979-1980 school year to the 1983-1984 school year, inclusive. On July 1, 1984, the Milwaukee Public Schools were held to be in compliance and the court order was dismissed. On January 4, 1984, the Milwaukee Board of School Directors adopted the policies on integration (voluntary desegregation) by an 8 to 1 vote to be effective beginning with the 1984-1985 school year.

On May 29, 1985, the desegregation plan was modified to include the word "Magnet" in descriptions of programs for which the local terminology "city-wide" and "specialty" was applied to federal definitions of magnet schools.

On February 22, 1989, the desegregation plan was further modified by the Board of School Directors when they accepted the school programs included in an application as part of the Milwaukee Public School District's magnet school program and desegregation plan.

This fall the Milwaukee Public Schools plans to submit a Magnet School proposal to the United States Department of Education for funding to support school desegregation efforts. This plan involves schools with high percentages of minority students which have in their neighborhoods sizeable numbers of majority students who elect not to attend that neighborhood school. With magnet school funding, these schools would intend to enhance their programs to add majority students from their neighborhoods to their school enrollments. Accordingly, the Milwaukee Board of School Directors now are asked to modify the desegregation plan to include new magnet schools and themes as follows:

South Division	International Baccalaureate/Writing Approach
Washington	Hands-On Technology Lab
Burroughs	School of Harmony
Muir	Active Global Learning Through Ecological Studies
Webster	Vital Issues Program
Browning	School for the College Bound Student
Cass	Career Awareness and Exploration Program
Emerson	Exploration in Learning via Multi Media Technology
Fifty-Third	Holistic Education, Agencies & Recent Technology
Hampton	Integrated Science and Computer Specialty
Hawthorne	Creative Dramatics/Writing with a Computer Emphasis
Hi-Mount	Global Telecommunication & Global Awareness
Kluge	Environmental Education with Math-Science Emphasis
Maryland	Extended Family Learning Center
River Trail	Concept Process Science
Sherman	Individualized Discoveries and Experiences in Art
Thirty-Fifth	Humanities/Multicultural Awareness

Your Committee recommends that the Board modify the desegregation plan of the Milwaukee Public Schools to include the named magnet schools and themes, contingent upon receiving magnet school funding. (If funding ceases, the schools will be responsible for continuing the programs in their local school budgets.)

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

The Settlement Agreement between the Milwaukee Public Schools and the suburban school districts requires MPS to annually submit a five-year plan for improvement. We submitted the first school improvement plan under these provisions in December, 1988, and updated plans were submitted annually in subsequent years.

Your Committee reports having received the 1992 update of the Milwaukee Public Schools' Five-Year Plan which reflects the overall educational plan developed by the superintendent to carry out the Board's mission and goals for 1990-1995. Also received by your Committee was a summary of the superintendent's strategy for change and a description of the action plans for school improvement. These documents have been made a part of the minutes of your Committee's meeting of December 16, 1992

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the plan be approved for submission to the Governor in accordance with the Settlement Agreement.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

In the 1992-1993 budget, the School Board approved funding for consultants to assist in the development of a long-range technological strategic plan for both administration and instruction. The Executive Technology Review Committee (ETRC) is in the process of developing the scope for the request for proposal (RFP) for this project. At the direction of the ETRC, a broadly based Technology Working Group, made up of 35 staff members, met for two days to develop a framework which would guide the development of a long-range plan for the appropriate use of instructional technology both as a means and as an object of instruction.

The charge to the working group was based on the belief that the development, implementation, and assessment of instructional programs must begin with the needs of children. Today's children can look forward to an increasingly technological society in which they will be expected to use technology actively, responsibly, and ethically, on the job, in the home, and in their leisure activities. From that charge, the working group developed a list of important purposes, practices, and principles which must be considered as the district plans, implements, and evaluates the role of technology in its instructional programs.

The final product of the working group is a statement of Instructional Technology Standards which represents a vision of what a school district will need to do to provide effective instructional programs that will prepare students for life in the 21st century. The Instructional Technology Standards have been reviewed and accepted by the ETRC and represent the first step in the long-range planning process. The Technology Standards have been made a part of the minutes of your Committee's meeting of December 16, 1992.

The Instructional Technology Standards are organized into eight parts, each focusing on an important aspect of a well balanced plan for technology. Within each part, positive statements convey the standards against which the district's current technology capabilities and programs can be measured.

The Instructional Technology Standards represent the beliefs, values, and principles which the working group, the ETRC, and the administration feel should guide this district's technology development over the next ten years.

The adoption of standards is the first step in an ongoing process of self-assessment and progress. Once standards are adopted by the Board, they can serve as fixed-point targets, focusing the evaluation and budgeting processes on

a. what is essential,
b. what our current capabilities are, and
c. what gaps need to be addressed.

It is from that analysis that district priorities can be set and the long range goals achieved.

The current timetable for issuing the RFP and developing the plan is:

December	Issue RFP
January	Award Contract
March	Receive confirmation of Critical Needs and Funding Requirements for 1993-94
May	Issue Final Report

At the direction of the Executive Technology Review Committee (ETRC), a broadly based Technology Working Group, made up of 35 staff members, met for two days to develop a framework which would guide the development of a long-range plan for the appropriate use of instructional technology both as a means and as an object of instruction.

Your Committee recommends that the Board adopt these standards as written, and that the administration use these standards as the framework for planning and assessing the development of instructional technology.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At the October 14, 1992, meeting of the Instruction and Community Relations Committee the Department of Alternative Programs was requested to come back to the Board with recommendations that could be acted upon pertaining to the Qualitative Evaluation Report of the Milwaukee Public Schools Partnership Schools.

The Department of Alternative Programs sought input form the Partnership schools in the selection of the key recommendations from the evaluation report. The list of all the recommendations made in the Partnership School Evaluation Report were reviewed and ranked by each partnership school according on the issues that they viewed required the most attention. From the nearly fifty recommendations made in their report, they were asked to select and prioritize the ten most important. A panel, composed of Partnership School representatives and MPS staff, was then assembled to review the prioritized recommendations, and determine the recommendations for priority consideration.

Based on the review of the evaluation panel, the administration selected the following recommendations as the top ten concerns/issues :

—MPS should positively promote the MPS partnership school network in more meaningful ways to the "System" and to staff development activities.

—The Department of Alternative Programs and the MPS Division of Curriculum should provide MPS partnership schools with technical assistance in the development of the Instructional Improvement Plan, subcontract with educational experts to do so.

—The Department of Alternative Programs should create a special committee comprised of MPS partnership school representatives, MPS administrators, and MTEA officials to review and, if necessary, recommend to the MPS Board modifications to contractual specifications affecting MPS partnership schools.

—The Department of Alternative Programs should work with these schools and state, county, and city agencies, in the development of a youth job program and/or paid community service internships, to provide their students with community and industry/business based meaningful job opportunities.

—The Department of Alternative Programs should collaborate with the MPS Division of Curriculum, educational consultants, and local community experts to provide

partnership schools with technical assistance in the development of quality and meaningful Multicultural curricula.

—MPS should also explore how it can help to improve the physical plant and instructional equipment of every MPS partnership school.

—Identify long-term staff development needs in partnership schools and provide technical support in developing a school by school long-term inservice plan.

—The Department of Alternative Programs should work closely with MPS partnership schools in the development of "meaningful" and "participatory" models of family involvement.

—Create a team of teachers knowledgeable in alternative education partnership schools to provide technical assistance to teachers/staff.

—MPS should give greater clarity to the role and functions of the Department of Alternative programs and to the role of each member of its administrative staff.

Superintendent's recommendations:

1. That the Board consider all the recommendations for improvement made in the MPS Partnership School' Qualitative Evaluation Final Report.

2. That the Board pay special attention to the implementation of recommendations for improvement identified as priority items by the Department of Alternative Programs and the Partnership schools

Your Committee reports having held the Superintendent's recommendations in Committee.

Your Committee recommends that the administration contract out to evaluate all remaining alternative programs both inside and outside of MPS.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At the May 1991, meeting of the Board of School Directors, the Administration was directed to prepare a plan to phase in two graduation requirements in the arts for students graduating from high school in 1996.

The first phase of the plan was accomplished during the 1991-1992 school year. Evolving from the *Final Report of the Task Force on the Arts in the High Schools*, it directed the Curriculum Specialists in Art and Music to take the concept into discussion with high school principals, guidance counselors, and curriculum and instruction staff to determine the impact upon students, programming, school programs and other curricular areas.

The second phase of the plan involved members of the task force and curriculum specialists in exploring an expanded list of courses which could satisfy the intent of the *Final Report* and provide a broad menu of courses which would fulfill the graduation requirements.

The response from these discussions indicated support for the concepts contained in the *Final Report*, but there was a general concern that adding two credits would create undue pressures on students, programming, some school specialty programs and other curricular areas. Upon

analyzing the issues and responses, the Implementation Committee suggested modifying the

original recommendation. It was felt that the intent of the Task Force Report and of the Board of School Directors would be satisfied at this time with the implementation of a one unit graduation requirement in Art, Music, Dance or Theater for the graduating class of 1996. The addition of another credit could be considered in the future based upon assessment of the impact of the one unit requirement.

The class of 1996 is currently enrolled as ninth graders. If Guidance Directors project individual students in the class of 1996 to be in jeopardy of meeting this requirement in the remaining three years, principals will be given the discretion to exercise individual case waivers. We expect that such waivers would be unusual. This option may be exercised on an individual basis only and only for the class of 1996. Guidance personnel will be encouraged to make every effort to program all students to meet the requirement.

The fine arts unit would increase the number of required units from 13 to 14. The total units required for graduation would remain at 21.

The implementation committee investigated budgetary implications of this recommendation. While the addition of this graduation requirement may require some realignment of staff in some high schools, and a change in teacher needs in other high schools, no increase in total staff will be needed for the one credit requirement. Therefore no additional fiscal support is anticipated.

Your Committee recommends that the Board change the graduation requirements for students beginning with the graduating class of 1996 to include one unit of fine arts.

* * * * *

(ITEM 8) 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 December 16, 1992.

A. Pupil Accounting Reports of the Month of October.
B. Report on Graduation Requirements.
C. Report on Elementary Education in MPS.

* * * * *

Separate consideration having been requested for Items 1, 3, 6 and 7, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of the report, relating to Summer School funding, having been set aside for separate consideration, Director Lucey moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Directors Bills and O'Neil—2.

Director O'Connell left the meeting at this point.

Item 3 of the report, relating to magnet schools and the desegregation plan, having been set aside for separate consideration, Director Small moved adoption of the report.

Director Lucey moved to amend the report to provide that the administration review the themes and titles for the proposed new magnet schools.

The amendment prevailed, the vote being as follows:

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

Noes—Director Sinicki—1.

The motion as amended prevailed, the vote being as follows:

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

Noes—Director Sinicki—1.

Item 6 of the report, relating to evaluation of alternative programs, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Mallory moved a substitute, that the report be sent back to committee.

The substitute motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Item 7 of the report, relating to a fine arts graduation requirement, having been set aside for separate consideration, Director Small moved to adopt the report.

The Board recessed from 9:58 PM to 10:10 PM.

Director Johnson moved a substitute, that the item be held at Board level pending budget discussions.

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

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

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

Director Small moved to amend the motion to include a provision that a fiscal impact report be prepared for the 1993-1994 school year.

The amendment failed, the vote being as follows:

Ayes—Directors Sinicki and Small—2.

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

Voting "present"—Director Mallory—1.

Director Johnson moved a substitute that the item be held at Board level pending Strategic Plan discussions.

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

Ayes—Directors Johnson , O'Neil—2.

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

Voting "Present"—Director Sinicki—1.

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

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

Noes—Directors Johnson and O'Neil—2.

Voting "Present"—Director Sinicki—1.

* * * * *

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 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:

ROOFING WORK

Division 1—Bay View High School
Specialty Associates, Inc., low bidder, base bid of $142,770.00

Division 2—Washington High School
Crafts, Inc., low bidder, base bid of .....$$60,950.00

GYM LOCKER REPLACEMENT WORK

Edison Middle School
Penco Products, low bidder, base bid of $67,280.00

INTERIOR PAINTING WORK

Fritsche Middle School
Ed. Weber, low bidder, base bid of.....$119,646.00

* * * * *

(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchases, based upon proposals received pursuant to advertisement and specifications on file:

Pile Insulation Material as needed throughout 1993
L & S Insulation, low bidder, estimated total annual needs.....$30,000.00

Polycarbonate Glazing as needed throughout 1993
Cadillac Plastic Company, low bidder, estimated 300 sheets during 1993.....$25,401.00

Bun Roller and Dividers (8 each) for various schools
Kessenich, Ltd., low bidder.....$57,375.60

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	PTO	1,600	School programs, field trips, supplies, copying, incentives
Allen Field	Ameritech Foundation	3,900	RIF
	Rotary Club of Milwaukee	300	RIF
Auer Avenue	Smithsonian Institution	300	RIF
Burdick	Burdick Music	400	10 Cassette players
French Immersion	PTA	950	Field trips
Fulton	Professional Dimensions/. Ms. Kirsten Nyrop	100	Help for needy families
Grant	PTO	750	Purchase materials
	Roundy's "We Care" Program	448	School use
Grantosa Drive	PTA	2,000	Star incentive Program
	PTA	60	Send student to conference
King High	School fund	415	Keyboard and accessories
	Memorial to Mr. & Mrs. Gilbert Boorse	1,390	Computer
Lady Pitts	Kiwanis of Wauwatosa	160	Award luncheon
Lincoln Avenue	PTO	428	Gas range
Marshall	Milwaukee Journal/Sentinel	500	Debate team medals and trophies
Maryland Avenue	PTA	750	Field trips
McNair	PTA	300	Markerboard/corkboard
Milwaukee Tech	Beloit College-Milwaukee Foundation	2,000	Computer, display and printer
MPS-Psych. Serv.	Audrey Potter	185 Test	Wechsler Individual Achievement
North Division	Wisconsin Energy Corp. Foundation, Inc.	1,000 projects	Support for academic achievement
Pulaski	Briggs and Stratton Corp.	0	1 lawn mower and 7 engines
River Trail	PTO	984	RIF, field trips, supplies
Siefert	Professional Dimensions/ .Ms. Kirsten Nyrop	100	Help for needy families
Vincent	Dennis Walkowiak	400	1977 Oldsmobile-auto shop

M. F. Kunz Co. 300 Trimming Board

Wheatley needy	Mr. & Mrs. Tom Urban	300	Clothing and winter coats for families
	Mr. & Mrs. Joseph Kramer and family	500	Clothing, coats, bedding, toys for needy families
Whittier	PTO	400	Classroom material and field trips
TOTAL-OPERATIONS FUND		20,920	

EXTENSION FUND

Comm. Rec.	Sam's Club (76th & Calumet)	4,775	Survive Alive House
	Sam's Club (Corporate Office)	1,000	Survive Alive House
TOTAL-EXTENSION FUND		5,775	
GRAND TOTAL		26,695	

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 4) The Superintendent advised your Committee that an item had been submitted to the Instruction and Community Relations Committee regarding the proposed 1993 summer school program.

The item has been made a part of this evening's report of the Instruction and Community Relations Committee (Item 1).

Superintendent's recommendation:

That in order to fund the proposed program, $436,788 be transferred to the summer school budget from various accounts.

The accounts from which the money would be transferred were identified on a fiscal note which has been made a part of the minutes of your Committee's meeting of December 17, 1992.

Your Committee recommends that this item be forwarded to the Board out of Committee without recommendation.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

At its meeting on November 23, 1992 (Proc., p. 389), the Board referred the following resolution, which was introduced by Director Sinicki, to the Finance and Facilities Committee:

WHEREAS, The Department 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, Girl Scouts, youth athletic organizations, etc.; now, therefore, be it

RESOLVED, That the administration and Department 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.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration and Department of Community Recreation and Educational Services develop policies for the use of MPS facilities by non-profit organizations which primarily serve the youth of the community which would minimize the cost.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its November 23, 1992 meeting, the Board of School Directors accepted the educational program recommendations of the American Indian Advisory Committee regarding the opening of the Minowaki School, and recommended that the administration proceed to explore a facility including existing sites such as MPS alternative schools, and bring a report to the Finance and Facilities Committee on the feasibility of opening this program in the fall of 1993 .

The administration investigated existing sites, including MPS alternative schools, to house the Minowaki program and found that this option in not currently feasible. The administration then looked at the possibility of leasing the vacant St. Stephen's school site (south of Mitchell International Airport) to open Minowaki in the fall of 1993.

The costs for developing the educational program for approximately 200 students in grades K-5 and for leasing St. Stephen's as a facility for opening Minowaki in the fall of 1993 have been reviewed. The estimated costs needed during this fiscal year would be approximately $83,149 for funding an administrator and one or more staff members to coordinate curriculum writing, program development and student recruitment during the second semester.

The administration reviewed the plans for the school in relation to the Board-approved policy guidelines for establishment of ethnic focus schools and found that the proposed Minowaki School is within the guidelines.

Legislation is also being sought allowing the administration to pursue additional initiatives in opening schools.

Superintendent's recommendation:

That, because of the fiscal constraints during the 1992-1993 school year, the Board approve the inclusion of start up costs for Minowaki School in its 1993-1994 budget process deliberations for opening Minowaki in the 1994-95 school year.

Your Committee reports this item to the Board out of Committee without recommendation.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

The administration received a request from the Urban Waldorf School to have their feeder pattern reviewed relative to the possibility of establishing a feeder pattern from Urban Waldorf Elementary School to Lincoln Middle School of the Arts. Lincoln Middle School of the Arts already has Tippecanoe Elementary School for the Humanities as a feeder school.

The request from Urban Waldorf is based on the compatibility of the organizational structure and the curriculum focus of Lincoln Middle School with the Waldorf curriculum. The Waldorf students remain with the same teacher from first through fifth grade. The students at Lincoln Middle School are organized in multi-grade families who remain with the same teachers throughout their middle school experience. The curriculum of both schools is based on the integration of the arts into all learning.

The administration reviewed the impact of this request on the racial balance and available seats for regular education students for Lincoln Middle School. The findings, which do not include bilingual, ESL, or exceptional education students, are as follows:

1. Racial balance of Lincoln Middle School for the Arts as of November 30, 1992, is 55% African-American. Racial balance of the current sixth grade is 50% African-American.

2. The number of projected available sixth grade seats for regular education students for the 1993-1994 school year is 120.

3. The projected distribution of available seats at 55% African-American is 66 seats for African-American, and 54 seats for non-African-American.

4. The projected allocation of seats if the entire fifth grade at Tippecanoe and Urban Waldorf Schools opted for Lincoln Middle School for the Arts:

Projected African-American seats at Lincoln:	66
African-American Fifth Graders at Tippecanoe:	31
Remaining Seats	35
African-American Fifth Graders at Waldorf	30
Remaining African-American Seats Available City-Wide and for Two Mile Walk Zone	**5**
Projected Non-African-American Seats at Lincoln	54
Non-African-American Fifth Graders at Tippecanoe	18
Remaining Seats	36
Non-African-American Fifth Graders at Waldorf	8
Remaining Non-African-American Seats Available City-Wide and for Two Mile Walk Zone	**28**

The above calculations are based on maintaining a 55% racial balance at grade six for the 1993-1994 school year.

Based on this information, the administration is not recommending that a feeder pattern be established at this time from Urban Waldorf to Lincoln Middle School of the Arts.

Your Committee reports having given hearing to representatives of Urban Waldorf and Lincoln Middle Schools and other interested parties.

Your Committee recommends that the administration study district feeder patterns and bring back a recommendation.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

A transfer of $8,000 from the Department of Community Recreation and Educational Services' general services line item account to the consultant services account is being requested. The transfer is needed to pay for services previously budgeted from general services. The areas of services involved are: 1) Unisys System Mapper Coordination and 2) Milwaukee Players Community Theater.

Your Committee recommends that $8,000 in the Department of Community Recreation and Educational Services general services line item account be transferred to the department's consultant services account.

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that:

At its meeting on November 23, 1992 (Proc., p. 357), the Board received a communication from the Community Relations-Social Development Commission regarding their fourth quarter billing of $39,250 and their expenditure report for the quarter ending September 30, 1992.

As of the month ending November 30, 1992, the Milwaukee Public Schools have no outstanding claims with the CR-SDC.

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

* * * * *

(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 December 17, 1992:

A. Progress Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Superintendent submitted the following Statement of Operating Revenues for the month ending November 30, 1992, 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	$7,447,342	$569,908,428	$43,563,249	$526,345,179	7.6%
Categorically Aided	48,799,303	6,418,844	55,218,147	10,682,939	44,535,208	19.3%
School Nutrition	23,083,231	128,511	23,211,742	6,964,148	16,247,594	30.0%
Construction	22,800,000	5,000,070	27,800,070	77,969	27,722,101	0.3%

Extension	6,266,245	47,958	6,314,203	414,441	5,899,762	6.6%

C. Statement of Expenses

The Superintendent submitted the following Statement of Expenses as of November 30, 1992, 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	$7,447,342	$569,908,428	$177,800,195	$392,108,233	31.2%
Categorically Aided	48,799,303	6,418,844	55,218,147	14,840,961	40,377,186	26.9%
School Nutrition	23,083,231	128,511	23,211,742	7,379,800	15,831,942	31.8%
Construction	22,800,000	5,000,070	27,800,070	7,116,639	20,683,431	25.6%
Extension	6,266,245	47,958	6,314,203	2,395,364	3,918,839	37.9%

(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 November 30, 1992 and payrolls through November 20, 1992.

D. Expenditure Control Report
E. 1993 Summer Recreation Enrichment Camps Proposal

* * * * *

Separate consideration having been requested for Items 4, 5 and 6, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 4 of the report, relating to Summer School funding, having been set aside for separate consideration, Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson , Lucey, Mallory, Sinicki, Small and President Mitchell—6.

Noes—Directors Bills and O'Neil—2.

Item 5 of the report, relating to use of MPS facilities by non-profit organizations, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 6 of the report, relating to Minowaki School, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Voting "Present"—President Mitchell—1.

* * * * *

COMMITTEE ON LEGISLATION AND RULES

President Mitchell 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) The Superintendent and Secretary-Business Manager advised your committee that:

Throughout any given year, various requests are received from religious organizations petitioning the use of a Milwaukee Public Schools facility for the purpose of holding worship services.

Board Rule 9.03 (6) (j) states in part, "…permits shall be granted with the understanding that the following are prohibited: …display or distribution of literature or advertising matter in board controlled buildings or upon board-controlled premises; speeches on or discussion of religious subjects; …offering of resolution…taking collections; admission charges or awards. Board Rule 9.04 (2) states in part, "…the secretary-business manager may issue permits to civic associations and other organizations or groups of individuals for the use of school buildings…other than the so-called forum type of meetings described in Section 9.03 (6)…." Board Rule 10.01 states in part, "no one shall promote any religious, political, or commercial propaganda, nor shall any advertisement of such nature be displayed or distributed at any time in school buildings or upon school premises…."

Wisconsin State Statute 120.13 (17) provides that the Board may grant the use of school property during non-school hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property."

Current practice has been that these petitions requesting facility usage for the purpose of religious worship be presented to the Board to allow for suspension of the Board's Rules as listed above in order to allow for religious worship services to be held on school premises as provided in the State Statute 120.13 (17). When the Board has granted approval to religious organizations to use a school facility for worship services, specific guidelines were instilled:

-payment of personnel services;
-payment of utilities;
-liability insurance coverage certification.

No charge has been made for building rental. Inasmuch as the church organization pays the charges as required by the Board, it has been the position of the district that no other programs are

held in the facility during the permitted time block. The school building is considered a place of worship and not a public facility.

Your committee recommends:

1. That board rule 9.04 (1) be revised to read as follows:

9.04 Public Use. (1) (a) Permits are to be obtained from the ~~secretary-business manager~~ 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 ~~secretary-business manager~~ 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.

(The remainder of the rule to remain the same.)

2. That board rule 9.03 (6) (j) be amended to read as follows:

9.03 Recreation Division Activities (6) Forums (j) Permits shall be granted with the understanding that the following are prohibited:

1. The display or distribution of literature or advertising matter in board-controlled buildings or upon board-controlled premises.
2. The display, distribution or serving of refreshments in board-controlled buildings or upon board-controlled premises.
3. Speeches on or discussion of religious subjects, except as provided in 9.04 (1) (b).
4. Offering of resolutions, taking of votes, tallying opinions, or taking collections.
5. Admission charges or awards.

(The remainder of the rule to remain the same.)

3. That board rule 10.01 be amended to read as follows:

10.01 Advertising prohibited. No one shall promote any religious, political or commercial propaganda, nor shall any advertisement of such nature be displayed or distributed at any time in school buildings or upon school premises, except as provided in 9.04 (1) (b)

(The remainder of the rule to remain the same.)

* * * * *

(ITEM 2) The Superintendent and Secretary-Business Manager advised your committee that

In 1991, State Statutes 119.50, Disbursement of Moneys, and 119.68, Claims Against the City or Board, were amended to transfer the responsibilities for the disbursement and certification of funds from the Secretary-Business Manager to the Superintendent.

The Finance Department is responsible for the District's payroll, accounts payable and cash functions. This includes a) the accurate and timely preparation and disbursement of payroll and accounts payable checks; b) the preparation of the schedule of accounts, including accounts payable and payroll disbursements for transmittal to the Board, and c) the preparation of certification documents. Effective July 1, 1992, the Finance Department was transferred from the Secretary-Business Manager to the Superintendent.

Check signing authority under Board Policy DG/DGA, Depository of Funds/Authorized Signatures, currently rests with the Secretary-Business Manager, Assistant Secretary-Business Manager and the Director of Accounting.

Presentation and certification of the schedule of payrolls and accounts to the Finance and Facilities Committee and to the City Comptroller currently rests with the Secretary-Business Manager under: Board Rule 2.12 (1), Payrolls, Accounts, Audits; Board Policy DK, Payment Procedures; and Board Policy DL, Payroll Procedures.

Board rules and policies should be updated to reflect the statutory and organizational transfer in responsibilities.

Your committee recommends that:

1. **Board Policy File DG/DGA, Depository of Funds/Authorized Signatures, be amended to read as follows:**

   All funds received by or raised in the city for use by the public schools shall be paid over to the city treasurer. However, any check drawn on Board funds shall require any two of the following signatures: ~~secretary-business-manager, assistant secretary-business-manager, or director of accounting~~ superintendent. deputy superintendent or director of finance before it may be disbursed by the city treasurer.

   The Board of School Directors shall designate certain banks as public depositories for individual school funds and the administration shall name the persons who will be authorized to sign checks drawn on these funds.

2. **Board Policy File DK, Payment Procedures, be amended to read 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 ~~secretary-business-manager~~ superintendent, countersigned by the auditing officer of the city.

   At the regular monthly meeting of the Board's committee on f~~inance/facilities and personnel~~ finance and facilities, the ~~secretary-business-manager~~ 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, as its regular monthly

meeting, shall then take action on the report of the ~~secretary-business manager~~ superintendent

and the recommendation of the committee on ~~finance/facilities and personnel~~ finance and facilities.

3. Board Policy File DL, Payroll Procedures, be amended to read 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.

Therefore, in the same manner as other claims against the Board are honored, the ~~secretary business manager~~ superintendent shall furnish copies of the listing of payrolls to members of the committee on ~~finance/facilities and personnel~~ finance and facilities each month prior to the committee's regular monthly meetings. The president and ~~secretary business manager~~ superintendent shall certify Board approval of payrolls and accounts to the city comptroller.

4. Board Rule Article II, 2.12 (1), Payrolls, Accounts, Audits, be amended to read as follows:

The ~~secretary business manager~~ superintendent 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 recommendations to the board with respect to the payment thereof. The president and the ~~secretary business manager~~ superintendent shall certify board approval of payrolls and accounts to the city comptroller.

* * * * *

(ITEM 3) The Superintendent and Secretary-Business Manager advised your committee that

The mission of the Milwaukee Public Schools is to accomplish the twin goals of excellence and equity for our diverse student population. Those goals can be accomplished by ensuring that every 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 purpose is to develop a system which graduates its students with the ability to read, write, think and do math at high levels and are able to be productive and socially conscious citizens. This can be accomplished by developing a professionally empowered staff, effective parent collaborations and community partnerships.

Specifically, these proposals are based on the following assumptions:

- **All children can learn**;
- **Higher expectations for children** ;
- **Expanded options available to parents**;
- **Schools should be built where children live**;
- **Both MPS and the State of Wisconsin will provide financial equity**,
- **All of us must be held accountable for results.**

Your committee recommends that the Board adopt the following positions as the official District positions for the 1993 legislative session.

1. Implement Facility Standards

The Milwaukee Board of School Directors has approved several facility standards. Those standards serve as the basis for the Facilities Master Plan 1992-2001, which has been approved and is scheduled for city-wide referendum in February, 1993. The purpose of the plan is to improve academic achievement. Legislation is needed to enable MPS to implement those facility standards.

•Provide all day kindergarten for all five year olds as proposed in the Facilities Plan.

•Authorize MPS to contract with private nonsectarian partner schools in the city for educational services and predetermined outcome standards as proposed in the Facilities Plan.

•Create a low interest loan program in the common school fund for the primary purpose of providing funds to prevent the deterioration of pre World War II school buildings in order to assist MPS in preserving its existing school capacity. Clearly establish MPS authority to borrow from the common school fund for this purpose.

2. Assure Equity and Equal Opportunity

Currently, there are 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. Legislation is needed to assure equal educational opportunity for all students in MPS and throughout Wisconsin.

•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.

•Redirect property tax credits to reduce financial inequities among school districts.

•Provide Head Start funding for all eligible three and four year olds in Milwaukee.

•Provide funding for the continuation and modest expansion of desegregation settlement funded programs to correct the academic deficiencies of educationally and economically disadvantaged students and to achieve a more effective and responsive educational program with MPS.

Program	1992-1993	1993-9194	1994-1995
All day kindergarten (high scope curriculum)	$5,000,000	$6,000,000	$6,800,000
First grade (high scope curriculum)	$955,000	$1,070,000	$1,170,000
Day care kindergarten programs	$910,900	$1,000,000	$1,100,000
Extended day programs	$430,000	$430,000	$430,000
Parent information centers	$200,000	-0-	-0-
Alternative education programs	$504,100	$500,000	$500,000
Total	$8,000,000	$9,000,000	$10,000,000

•Provide a pilot program for selected P-5 schools to develop a specialized curriculum and instructional process, stabilize pupil mobility and monitor results.

3. Increase Operating Flexibility and Collaboration Opportunities for the Board

Current laws, administrative rules and government agency practices frequently tend to restrict Board outcomes, obstruct operating efficiency, micromanage a well intentioned program and occasionally impede efficient youth and family directed action. Legislation is needed to enable MPS to improve its operating flexibility and to increase its collaborative efforts throughout the community.

- •Allow the State Superintendent to annually waive or modify a specific state educational standard or licensing requirement for a sound educational purpose.
- •Provide continuation of state incentives for professional development.
- •Provide continuation and expansion of state incentives for management restructuring programs.
- •Provide continuation of state incentives for collaboration of youth and family serving agencies.
- •Clarify MPS procedures relative to disbursement of funds.
- •Exclude the position of assistant superintendent from teacher tenure provisions.
- •Remove July 1, 1995, sunset on Board authority to elect a superintendent of its choosing.
- •Authorize a school board to determine the necessity of taking property by condemnation.

4. Reduce Property Tax Burden

In the past five years, the share of school costs covered by state aids had decreased from 41% to 39% and MPS property taxes have increased $2 per thousand of valuation. At the same time, school district property taxes are now subsidizing municipal economic activity in TIF districts. This increasing property tax burden is reflected in large and growing disparities in wealth and need among school districts throughout the state. Legislation is needed to reduce the undue reliance the present system of school finance places on the property tax; and to prevent school property tax increases due to city economic activity or high concentrations of pupils needing special educational programs.

- •Increase the proportion of school costs funded by non property tax revenues.
- •Provide full funding for TIF supplemental aid.
- •Provide full funding for all exceptional education program costs which exceed regular educational program costs.
- •Provide full funding for bilingual/ESL aid.
- •Direct all additional gambling revenues to equalized school aid.

5. Support Other Agencies

Currently, MPS has high truancy and dropout rates; a low proportion of minority students graduate from college; and the proportion of minorities in the teaching profession is far below that of student population. Legislation is needed to reduce truancy and increase the number of minorities who attend college, graduate and enter the teaching profession.

•Support the Truancy Abatement and Burglary Suppression pilot program which would reduce truancy by allowing peace officers to take truants to a community agency for counselling and referral to an appropriate educational program.

•Support expansion of DPI minority precollege scholarship program for the purpose of introducing more minority students to college life.

•Support expansion and promotion of the UW tuition grants and loan forgiveness programs for the purpose of encouraging more minorities to enter teaching and/or complete a college education.

* * * * *

Separate consideration having been requested for Items 1 and 2, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of the report, relating to use of district facilities by religious organizations, 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 2 of the report, relating to transfer of certain responsibilities from the Secretary-Business Manager to the Superintendent, 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.

SPECIAL COMMITTEES

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

Director Bills moved to accept the reports of the Independent Hearing Panel of Monday, November 23, 1992, at 9:00 AM; Monday, November 30, 1992, at 9:00 AM; Monday, November 30, 1992, at 2:00 PM; Tuesday, December 1, 1992, at 2:00 PM; Wednesday, December 9, 1992, at 2:00 PM; Friday, December 11, 1992, at 9:00 AM; Friday, December 11, 1992, at 2:00 PM; Monday, December 14, 1992, at 10:30 AM; Tuesday, December 15, 1992, at 9:00 AM; Wednesday, December 16, 1992, at 11:30 AM and Thursday, December 17, 1992, at 9:00 AM.

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

Ayes—8; Noes—0.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following Communications:

Communication from PTA President Dale Nook requesting a hearing on the 1993-1994 budget process relative to reapportionment of funding formerly earmarked for high schools.

Referred to the Budget Committee.

Communication from the Milwaukee City Council of PTA/PTSAs requesting the Board give public hearing in consideration of their resolution regarding the Common School Fund monies.

Referred to the Committee on Finance and Facilities.

Communication from the Milwaukee Building and Construction Trades Council regarding new wage scale and benefit rates.

Referred to the Committee on Personnel and Negotiations.

RESOLUTIONS

By President Mitchell:

WHEREAS, The Board of School Directors is committed to reducing the costs for busing; and

WHEREAS, Safety is an issue as it relates to children walking to school; and

WHEREAS, The Board of School Directors is also committed to providing transportation services on an equitable basis; and

WHEREAS, Some students receive yellow bus service to their attendance area school at the Board's expense, while other students who live farther away from their attendance area school must take county transportation at their own expense; now therefore be it

RESOLVED, That the administration study and report back to the Board whether some financial allowance can be made in hardship cases for those students who must take public transportation to their attendance area school at their own expense.

Referred to the Committee on Finance and Facilities.

By Director O'Neil:

WHEREAS, The costs of transporting students have continually risen over the past years; and

WHEREAS, Neighborhood schools promote better involvement of parents in their children's education; and

WHEREAS, The Milwaukee Board of School Directors has adopted a Facilities Master Plan, one goal of which is to increase the availability of neighborhood schools; and

Whereas, the courts look favorably upon School Boards who implement quality instructional programs in these neighborhood schools; and

WHEREAS, The Supreme Court is giving relief to some neighborhood school districts by **not** holding them responsible for a city's demographics or requiring desegregation plans which entail extremely high cost of crosstown busing; now, therefore, be it

RESOLVED, That the administration be directed to study whether MPS could be declared a unitary system and what the benefits of becoming a unitary system would be.

Referred to the Committee on Personnel and Negotiations.

By President Mitchell:

WHEREAS, Chuck Belin is a graduate of Vincent High School and played on the school's varsity football team; and

WHEREAS, Chuck Belin was an all-state honorable mention player while he was at Vincent; and

WHEREAS, Chuck Belin, upon graduation attended the University of Wisconsin-Madison and started all but one football game he played for the University; and

WHEREAS, Chuck Belin received all-Big Ten honorable mention honors from UPI in 1989; and

WHEREAS, Chuck Belin was named to the second all-Big Ten team by media and coaches in 1991 and was named an Almost all-American by Football news; and

WHEREAS, Chuck Belin was named to the all-Big Ten first team by media and received all-Big Ten honorable mention honors from coaches and was again an Almost all-American in 1992; and

WHEREAS, Chuck Belin was a team captain in 1992 and 1992; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend to Chuck Belin its congratulations on a most successful career and Vincent High School and the University of Wisconsin-Madison; and be it

FURTHER RESOLVED, that the Board extend its best wishes to chuck Belin for success in his future endeavors; and be it

FURTHER RESOLVED, That the Board instruct its secretary to have a signed and suitably framed copy of this resolution presented to Chuck Belin in recognition of his accomplishment.

Director Lucey moved for immediate consideration of the Resolution.

Director Mallory moved for suspension of Board rules and adoption of the resolution.

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

Ayes—8; Noes—0.

The Board adjourned at 10:38 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	358	373		2	592	12	61	58	6		731
K3	358	247		6	348	34	35	157	25		605
PK	189	112		1	199	3	32	62	4		301
K4	2091	1960		30	2122	175	410	1226	88		4051
K5	4314	4002		106	4787	308	896	2076	142	1	8316
01	4948	4621		112	5765	376	1002	2201	113		9569
02	4405	4050		102	5024	325	894	2013	97		8455
03	4117	3943		92	4764	329	825	1965	85		8060
04	4005	3864		70	4636	330	864	1890	79		7869
05	3883	3737		94	4378	290	806	1961	91		7620
06	3860	3602		92	4486	261	776	1776	71		7462
07	3813	3624		92	4504	237	762	1768	74		7437
08	3258	3383		81	3984	210	708	1588	70		6641
09	4115	3987		125	4699	201	902	2096	79		8102
10	3317	3331		77	3714	206	679	1904	68		6648
11	2437	2665		65	2590	185	476	1725	61		5102
12	1891	2046		41	1948	149	359	1398	42		3937
13	4	1						5			5
Invalid	1	2			1			2			3
TOTAL	51364	49550		1188	58541	3631	10487	25871	1195	1	100914

Total Active Detached..... 71 (Included above) Total Suburban Transfers—5786
Total Inactive..... 459 (Not included above)

Brown Deer	172	Glendale/River Hills	127	Mequon-Thiensville	215	St. Francis	130
Cudahy	263	Greendale	285	New Berlin	107	Wauwatosa	848
Elmbrook	278	Greenfield	70	Nicolet	138	West Allis	346
Fox Point	140	Hamilton	80	Oak Creek	280	Whitefish Bay	384
Franklin	395	Maple Dale-Indian Hills	317	Shorewood	294	Whitnall	260
Germantown	40	Menomonee Falls		South Milwaukee	361		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1559	77.1	126.3	5.0	Milwaukee Tech	1774	82.5	137.9	4.0
Custer	1158	72.6	102.6	5.0	North Division	904	58.5	88.2	4.0
Hamilton	1818	80.8	142.0	5.0	Pulaski	1548	67.3	112.6	5.0
Juneau	834	82.1	76.8	3.0	Riverside	1441	85.9	121.9	5.0
King	1194	92.0	84.7	4.0	South Division	1686	74.1	159.3	5.0
Madison	1281	69.5	114.5	5.0	Vincent	1368	73.4	108.1	5.0
Marshall	1168	90.9	109.9	5.0	Washington	1582	74.0	136.6	5.0
MHSA	833	84.2	73.3	3.0	TOTAL	20148	77.6	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	948	87.1	84.2	3.0	Muir	942	88.6	87.0	4.0
Bell	904	84.8	79.7	3.0	Parkman	541	83.3	54.8	3.0
Burroughs	916	88.2	82.3	4.0	Robinson	523	91.0	51.7	2.0
Edison	823	88.5	84.2	3.0	Roosevelt	624	91.9	52.0	3.0
Fritsche	1008	88.1	91.8	4.0	Sarah Scott	648	87.0	61.0	3.0
Fulton	621	79.9	61.1	3.0	Sholes	836	84.2	78.1	3.0
Grand Avenue	618	87.1	66.5	3.0	Steuben	922	90.1	73.0	4.0
Kosciuszko	734	82.1	81.5	4.0	Walker	798	84.9	76.0	3.0
Lincoln	630	84.5	55.5	3.0	Webster	993	88.8	85.2	4.0
Milw.Ed.Center	501	86.5	47.1	3.0	Wright	749	90.7	69.4	3.0
Morse	1210	93.0	85.9	4.0	TOTAL	16489	87.4	1508.0	69.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	375	87.6	24.1	1.0	Humboldt Park	590	92.6	41.4	2.0
Allen Field	993	92.1	79.9	2.0	Irving	690	89.9	51.7	2.0
Auer	622	88.8	63.4	2.0	Kagel	375	91.9	42.9	1.0
Barton	588	93.4	37.0	2.0	Keefe Av.	628	88.6	65.4	2.0
Brown Street	535	90.7	70.6	2.0	Kilbourn	414	94.1	40.1	1.0
Browning	421	89.8	38.3	1.0	Kluge	576	90.4	45.2	2.0
Bruce	524	90.1	39.5	2.0	LaFollette	633	90.6	62.4	2.0
Bryant	620	90.4	40.7	2.0	Lancaster	570	93.5	38.4	2.0
Burbank	569	90.1	32.7	2.0	Lee	619	89.7	58.2	2.0
Burdick	493	89.3	46.4	1.0	Lincoln Av.	661	90.3	43.4	2.0
Carleton	464	93.1	33.7	1.0	Lloyd St.	549	93.9	41.2	2.0
Cass	622	90.1	50.5	2.0	Longfellow	645	95.6	44.3	2.0
Clarke	489	91.4	50.6	2.0	Lowell	299	90.0	19.5	1.0
Clemens	423	91.1	33.0	2.0	MacDowell	508	93.8	41.5	2.0
Clement	446	91.6	33.7	1.0	Manitoba	364	93.3	49.9	2.0
Congress	475	92.5	30.5	2.0	Maple Tree	526	94.6	32.4	2.0
Cooper	413	88.7	31.2	1.0	Maryland Av.	345	91.1	27.8	1.0
Curtin	359	92.7	26.4	1.0	McNair	287	93.1	26.7	1.0
Doerfler	666	93.2	33.5	2.0	Meir	249	95.5	19.8	1.0
Douglass	303	96.0	24.9	1.0	Milw.Im.French	382	93.0	28.4	1.0
Dover	612	90.0	53.0	2.0	Milw.Im.German	527	93.8	43.2	2.0
Dr. King	540	91.1	76.0	2.0	Milw.Im.Spanish	524	93.5	38.8	1.0
Eighty-first	469	90.5	29.6	1.0	Mitchell	788	90.1	53.0	2.0
Elm	570	93.4	41.7	1.0	Morgandale	596	93.9	48.7	2.0
Emerson	283	92.8	24.5	2.0	Multilingual	347	89.4	36.3	1.0
Engleburg	485	93.5	39.8	2.0	Neeskara	407	93.2	37.4	1.0
Fairview	542	86.1	54.1	2.0	Ninety-fifth	335	87.4	26.3	1.0
Fernwood	459	86.5	33.9	2.0	Palmer	639	88.7	62.1	2.0
Fifty-third	401	93.9	32.3	1.0	Parkview	407	92.5	30.2	1.0
Forest Home	941	93.0	74.2	2.0	Philipp	347	91.6	29.8	1.0
Franklin	592	91.8	57.8	2.0	Pierce	552	89.3	61.2	2.0
Fratney	365	90.6	42.7	1.0	Riley	651	92.2	47.5	2.0
Gaenslen	709	85.8	86.6	2.0	River Trail	356	89.6	25.5	1.0
Garden Homes	506	89.2	44.4	2.0	Seventy-eighth	551	90.1	44.7	2.0
Garfield	427	93.8	37.8	1.0	Sherman	585	94.3	38.3	2.0
Garland	374	89.2	23.9	1.0	Siefert	603	91.6	54.8	2.0
Goodrich	426	92.1	28.2	2.0	Silver Spring	385	90.2	28.9	1.0
Grant	592	90.1	38.0	2.0	Sixty-fifth	367	91.9	29.7	1.0
Grantosa	633	93.6	49.9	2.0	Starms	377	89.5	37.0	1.0
Granville	409	94.6	32.6	2.0	Story	509	91.5	45.2	2.0
Green Bay Av.	565	95.2	58.2	2.0	Stuart	324	94.7	26.8	1.0
Greenfield	398	94.1	33.1	1.0	Thirty-eighth	565	95.1	37.3	2.0
Hampton	578	89.9	40.7	2.0	Thirty-fifth	348	91.1	23.6	1.0
Happy Hill	504	91.5	31.4	2.0	Thirty-first	498	94.7	38.5	2.0
Hartford	603	95.9	41.6	2.0	Thirty-seventh	518	86.0	49.7	2.0
Hawley	322	92.6	23.3	1.0	Thoreau	713	90.3	52.2	2.0
Hawthorne	349	91.4	24.5	2.0	Thurston Woods	357	89.9	29.6	1.0
Hi-Mount	478	90.6	27.5	1.0	Tippecanoe	245	92.1	18.5	1.0
Holmes	742	87.9	79.4	2.0	Townsend	515	93.8	37.0	1.0
Honey Creek	337	91.7	26.9	1.0	Trowbridge	389	89.9	33.4	1.0
Hopkins	770	89.1	60.0	2.0	Twenty-first	589	92.1	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	654	87.9	57.4	2.0	Whitman	417	90.2	37.0	1.0
Urban Waldorf	309	89.5	28.9	1.0	Whittier	200	94.2	12.3	1.0
Victory	473	94.6	40.5	2.0	Wisconsin Av.	700	91.7	46.7	2.0
Vieau	620	91.6	63.8	2.0	Zablocki	608	87.5	50.0	2.0
Wheatley	725	89.2	61.8	2.0	TOTAL	55911	91.4	4600.6	176.0
OTHER SCHOOLS									
Craig	108	69.4	58.0	1.0	Manitoba Ortho.	126	86.5	.0	.0
Demmer	86	51.4	6.2	.0	Phoenix Alt. HS	149	64.2	10.5	1.0
Hayes	103	69.9	40.0	1.0	Pleasant View	119	73.9	44.0	1.0
Kilmer	296	79.2	20.3	1.0	Sixty-eighth	170	61.1	15.3	1.0
Lady Pitts	210	53.2	33.5	1.0	Stay	102	61.6	9.3	1.0
Lapham Park	127	67.1	16.5	1.0	Commun. Based	950		33.0	.0
Lavarnway	34	88.5	7.2	1.0	TOTAL	2580	69.5	293.7	10.0
					MPS TOTAL	95128	87.2	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of Decemberr 31, 1992
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.	43	1	2182	24	24	0	353	5	920	18	39	0	3561	48	3609
Emotion. Dist.	26	2	1340	46	2	0	116	3	487	27	24	1	1995	79	2074
Autistic	1	0	72	6	1	0	3	1	44	1	2	0	123	8	131
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	36	43	0	0	6	6	14	37	0	1	57	87	144
Physically Hdcp.	3	0	283	54	17	1	63	6	194	46	7	2	567	109	676
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	94	23	20	2	18	6	96	17	10	0	241	48	289
Mentally Ret.	11	3	1320	207	13	10	143	27	358	109	12	4	1857	360	2217
Speech/Language	43	24	2121	1408	55	43	306	242	1099	697	36	42	3660	2456	6116
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	131	30	7448	1811	132	56	1008	296	3212	952	130	50	12061	3195	15256
Ethnic Totals	161		9259		188		1304		4164		180		15256		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 11, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 6:17 PM.

Present—Directors Bills, Johnson (6:20 PM), Lucey, O'Neil, Sinicki, Small and President Mitchell—7.

Absent and excused—Directors Mallory and O'Connell—2.

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

January 6, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, January 11, 1993, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) discussing litigation matters and (2) formulating strategies concerning collective bargaining negotiation matters.

The Board, pursuant to Section 19.85 (1)(e) and (g), Wisconsin Statutes, 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 Bills moved that the Board retire to executive session for the purpose of discussing litigation matters and formulating strategies concerning collective bargaining negotiation matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:19 PM.

The Board adjourned from executive session at 8:15 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 20, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 7:16 PM.

Present—Directors Bills, Lucey, O'Connell, O'Neil, Small and President Mitchell—6.

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

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

January 12, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Wednesday, January 20, 1993, at 7:00 PM or immediately upon conclusion of the special meeting of the Board scheduled for 5:00 PM this same evening 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 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 Bills, Lucey, O'Connell, O'Neil, Small and President Mitchell—6.

Noes—None.

The Board retired to executive session at 7:18 PM.

The Board adjourned from executive session at 9:30 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 5:26 PM.

Present—Directors Bills, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Absent and excused—Directors Johnson, Lucey, Mallory and Small—4.

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

January 22, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, January 25, 1993, at 5:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

The Board, pursuant to Section 19.85 (1)(e) Wisconsin Statutes, 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 formulating strategies concerning collective bargaining negotiation matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 5:26 PM.

The Board adjourned from executive session at 6:21 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 27, 1993

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:33 PM.

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

Absent and excused—Director Mallory—1.

Prior to the meeting, first grade students from Phillis Wheatley School and the Exceptional Chorus from Hamilton High School performed for the Board as the culminating event of Board Appreciation Week. The chair thanked these students and the students from all of the other schools who prepared letters, certificates and art work for Board members as part of Board appreciation Week.

The Chair also recognized Janie Hatton, Principal of Milwaukee Trade and Technical High School who was named National Principal of the Year today by the National Association of Secondary School Principals and the Metropolitan Life Insurance Company.

The Board observed a moment of silence in memory of former United States Supreme Court Justice Thurgood Marshall, who died earlier this week.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

January 27, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Item 2 of the Report of the Committee on Finance and Facilities before you this evening (page 31) includes the award of contracts for graphic arts renovation work at Marshall High School. There are insufficient funds in Marshall's budget for these contracts and a fund transfer is necessary before the contracts can be awarded.

In the 1992-1993 budget, the Board approved $500,000 for graphic programs at Hamilton, Marshall and Milwaukee Tech High Schools. The funds were divided between the three sites to support program implementation.

Funds were set aside at each school to cover the renovation costs associated with the programs. Facility modification plans were developed first for Marshall because of the size of the project. Renovation costs are estimated at $133,000.

Once it was determined that sufficient funds were not available in Marshall's budget for this project, contact was made with the principals of the schools to identify funds necessary to complete the Marshall project.

The size of the project requires that funds be transferred from Hamilton and Milwaukee Tech to Marshall to complete the project.

The principals at Hamilton and Milwaukee Tech have agreed to transfer graphics program monies from their schools to the Marshall project. Both principals understand that their own renovation projects may not be completed this year as a result of this transfer.

I am therefore recommending that $25,000 be transferred from Hamilton High School and $30,000 from Milwaukee Tech High School for graphic arts renovation work at Marshall High School.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Small moved to approve the fund transfers.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

January 27, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

Items 4 and 5 of the Report of the Committee on Finance and Facilities before you this evening (pages 33-34) contain recommendations to complete the evaluation of alternative programs and schools and to award a contract to SER-Jobs for Progress, Inc. for an alternative program.

The administration had intended to utilize alternative education program reimbursement funds from the state for the greater part of the cost of these projects.

Since the Finance and Facilities Committee meeting on January 14, we have received word from the State of Wisconsin that the amount of funds we had anticipated may not be available. Discussions are continuing with all parties at the state level and, hopefully, resolution will be forthcoming.

I am therefore recommending that these two items be held at the Board level for consideration at a special meeting to be called upon conclusion of the discussions with the State of Wisconsin.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration later in the meeting.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

January 27, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

We submit to you the Comprehensive Annual Financial Report of the Milwaukee Public Schools for the

year ended June 30, 1992. 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 Milwaukee Public Schools. An overview of this report is presented within the Transmittal Letter, on pages 3 through 10.

The Association of School Business Officials (ASBO) awarded the Certificate of Excellence Award to the Milwaukee Public Schools for its Comprehensive Annual Financial Report for the year ended June 30, 1991. In prior years, the District received the Certificate of Achievement for Excellence in Financial Reporting from the Government Financial Officer's Association of the United States and Canada (GFOA). However, the GFOA did not award this certificate to Milwaukee Public Schools for the year ended June 30, 1991, due to a ruling that the District did not conform to generally accepted accounting principles for recognition of property tax revenue.

All property taxes are levied and collected for the District by the City and the City purchases the District's share of delinquencies. The District, in accordance with the requirements of the Wisconsin Department of Public Instruction, has historically interpreted the relationship between the City of Milwaukee and the District as the basis for recording the tax levy in the year levied.

When GFOA first ruled that the District was not in conformance with generally accepted accounting principles on June 7, 1991, the Department of Finance: 1) appealed to the GFOA for reconsideration of the interpretation with respect to the special relationship the District has with the City; 2) drafted a formal agreement recognizing the City's responsibility to provide the District with access to the District's portion of the tax levy by fiscal year end, which was approved by both the School Board and the Common Council; and 3) presented the agreement to the GFOA with an appeal to consider the ruling in light of the formal agreement. The GFOA presented the District's appeal and agreement to the Government Accounting Standards Board (GASB). However, on October 14, 1992, the GFOA denied our appeal on the basis that the special relationship with the City is insufficient to be considered an exception to the revenue recognition rules.

As a result, effective July 1, 1991, the District changed its method of revenue recognition for property tax collections. The portion of property taxes receivable as of year end which relate to installment payments due after year end have been recorded as deferred revenue. The effect of this change was to reduce the fund balance of the General and Capital Projects Funds by $27 million with a corresponding increase in deferred revenue.

With this report, the method to comply with the GFOA interpretation on property tax revenue recognition has been implemented and we believe that our report conforms to both the GFOA and ASBO Certificate program requirements. Accordingly, we have submitted it to both GFOA and ASBO to determine eligibility for certification.

Sincerely,

HOWARD FULLER, PH.D.
Superintendent of Schools
Manager

RONALD J. VAVRIK
Interim Secretary-Business

Attachment

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 December 4, 1992, through December 30, 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. 13340 to 16234, inclusive

Payrolls (net of withholdings)	$25,325,311.47	
Accounts	$45,226,436.96	
		$70,551,748.43

CONSTRUCTION FUND

Accounts, Voucher Nos. 493 to 581, inclusive

Accounts	$765,376.98

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 549 to 650, inclusive

Payrolls (net of withholdings)	$324,908.16	
Accounts	$256,012.73	
		$580,920.89

TOTAL $71,898,046.30

JOYCE MALLORY
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and Secretary-Business Manager presented a joint report to the Committee recommending the following appointments, promotions and returns from leave. Your Committee recommends that these

appointments, promotions and returns from leave be, and they hereby are, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Thomas Alexander Marshall	Boiler Attendant $21,319.48/yr. (Replacement for promotion)	12-14-92
Paula Olson Lee	Clerk Typist I $12,551.33/yr (Replacement for transfer)	12-07-92
Henry Redic North Division	Boiler Attendant $23,214.88/yr. (Replacement for promotion)	12-07-92
Paula Villwock Muir	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	01-04-93
	PROMOTIONS	
Robert Anthony North Division	Boiler Attendant $21,319.48/yr.	12-20-92
Mark Arnold Brown	Boiler Attendant 12-21-92 $21,319.48/yr.	
Fred Bratchett Muir	Boiler Attendant $21,319.48/yr.	12-21-92
Sue Ellen Jaszkowski Lincoln Middle	Boiler Attendant $21,319.48/yr.	12-21-92
Jayne Koceja Lincoln Middle School	School Secretary II 12-21-92 $22,369.36/yr.	
Elizabeth McMurry Palmer	Food Service Manager III $13,857.05/yr.	12-01-92
Sherry Pearson Internal Audit	Auditor II $35,089.77/yr.	12-21-92
	RETURNS FROM LEAVE	
Melanie Balderas Garden Homes	School Secretary I $14,356.89/yr.	12-14-92

* * * * *

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

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1992, and September 7, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Tamara J. Anderson Half-time Kindergarten	B	11,556.50	0	08-26-92
	Effective between September 21, 1992, and October 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)(b)	Fred J. Green Elem./Reading Resource	MA	42,065	17.7	10-01-92
	Effective between November 23, 1992, and December 4, 1992, inclusive:				
(r)	Steven J. Lodes Upper Elem./English-Reading	B	24,268	1	11-30-92
(r)	Maureen M. Dillman Elementary	B	23,113	0	12-03-92
	Effective between December 7, 1992, and December 17, 1992, inclusive:				
(r)	Sandra W. Spinti Elementary	B	23,113	0	12-07-92
	Effective between December 18, 1992, and January 13, 1993:				
(nr)	Salomie T. Brooks L.D.	B	24,268	1	01-04-93
(nr)	Mary Jo Edwards Guidance	C	35,259	7	01-04-93
(nr)	Joseph Jones Upper Elementary	B	25,424	2.5	01-04-93

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between December 18, 1992, and January 13, 1993, inclusive:				
(r)	Linda J. Porosky Speech Pathologist	B	23,113	0	01-04-93
(nr)	Linda K. Skow Elementary/Bilingual	B	23,113	0	01-04-93
	Community Rec. Specialist-Schedule 1A				
	Effective December 7, 1992, and December 17, 1992, payroll:				
(r)	Charles F. Hinz	MA	35,259	7	12-16-92

(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 administrative classifications indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Patsy Parker-Safford	Assistant Principal Hartford Avenue Elementary School	Schedule III, Range 10D $46,509
(r)	Willie Fuller	Assistant Principal Lee Elementary School	Schedule III, Range 10D $47,887
(r)	Andrew Patterson	Assistant Principal Vieau Elementary School	Schedule III, Range 10D $43,797
(r)	Everlena Hyche	Assistant Principal Wisconsin Avenue Elementary School	Schedule III, Range 10D $42,174
(nr)	Bethany Wilkinson	Facilities Planning Analyst Facilities and Maintenance Services	Schedule III, Range 6A $37,443
(r)	*Stephanie Brandt	Benefits Analyst Insurance and Risk Management	Schedule III, Range 6A $37,500
(r)	Ann Giuffre	Field Supervisor I School Nutrition Services	Schedule III, Range 5C $32,000

*Classified position

(r) Resident
(nr) Non-resident

* * * * *

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

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Acevedo, Rafael J.- Holmes
Ackeret, Laura M. - Burroughs
Acton, Catherine M. - North Division
Adam, Terry L. - Garden Homes
Ahrens, Laure J. - Mitchell
Allen, Lula R. - Auer
Allen, Marilyn J. - Alcott
Allison, Hugh B. - Day-to-Day
Allmon, Karl A. - Fulton
Amstadt, Susan M. - Fritsche
Archbald, Lynne R. - Day-to-Day
Arts, Kathleen - Story
Auterman, Craig S. - Riley
Ayala, Rebecca - Forest Home
Baez, Joanne M. - EESS Center
Bajkiewicz, Amy B. - Muir
Bamiagis, Maria A. - Grand
Banks, Paul - Hayes
Bartholomew, Michael - Alternative & Vocational Education
Bates, Elaine - EESS Center
Beckley, Brenda - Alternative & Vocational Education
Benezis-Tselentis, Helen - Riverside
Benitez, Francisco J. - Vieau
Bernal, Jose G. - Vieau
Berning, Beckett R. - Hopkins
Berry, Joann - EESS Center
Best, Colleen M. - 78th Street
Birschbach, Ann G. - Hopkins
Black, Venice - Doerfler
Block, Kim E. - Elm
Bock, William J. - Audubon
Bond, Alma J. - Hampton
Borden, Jane F. - Day-to-Day
Borman, Debra J. - Morgandale
Botbyl, Christina L. - Day-to-Day
Bowen, John P. - Day-to-Day
Brikowski, Cahterine A. - Day-to-Day
Bril, John C. - EESS Center
Brockunier, Janice L. - Granville
Bronaugh, Marla D. - Edison
Brown, Pamela A. - Honey Creek
Burge, Stacy L. - Day-to-Day
Burows, Joyce A. - Townsend
Butler, Michelle A. - 27th Street
Calvin, Roger A. - 37th Street
Campbell, Gene W. - EESS Center
Carlton, Brenda L. - Franklin
Carolan, John M. - Day-to-Day
Carr, Eardis - Lapham Park
Carrillo, Christine L. - Day-to-Day
Carroll, Thomas J. - Waldorf
Casas, Jim S. - Lincoln Middle
Case, Marianne - Kagel
Cavanaugh, Casey J. - Keefe Avenue
Cayton, Michael A. - Grantosa
Cerasoli, Mara L. - Townsend
Chand, Raksha D. - EESS Center
Cheatham, Vanessa R. - Edison
Chevako, Donald M. - Silver Spring Neighborhood Center
Cigale, Dorothy J. - Dover
Cochran, Joann D. - EESS Center
Cole, Susan N. - EESS Center
Collins, Harry A. - Amelia N. Baker
Correll, Amy L. - Maple Tree
Cottrell, Kierstin M. - Keefe Avenue
Crawford, Roy L.- Fulton
Crowe, Lavonne E. - Bilingual Education
Czech, Sally J. - Muir
Dagesse, Francis J. - Marshall
Dakins, Sheila R. - Burroughs
Daniel, Tanya R. - Lincoln Middle
Davis, Marie - Alernative & Vocational Education
Davison, Charles J. - Forest Home
Dawson, Francine E. - Fritsche
Dawson, Marcey K. - Day-to-Day
Degener, Joan D. - Steuben
Denman, Reginald C. - Grantosa
Detloff, Jacqueline - Wisconsin
Diaz, Marilyn - Wright

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Di Domizio, Michael J. - Cass
Diener, Thomas C. - Vincent
Dixon, Cynthia E.- Scott
Dixon , Linda J. - Hi-Mount
Doherty, Patricia K. - Clemens
Donegan, Kathleen M. - Riley
Donohue, Amy C. - 78th Street
Downs, Monica E.- Hampton
Dubey, Sarah J. - Bell
Duke, Susan K. - Burdick
Duske, Annette M.- Milwaukee German Immersion
Edmund, Lizabeth M. - Day-to-Day
Eldien, Cynthia M. - Audubon
Erdtmann, John E.- Lloyd
Erdtmann, Karen M. - Thurston Woods
Esmund, Kristine M. - Day-to-Day
Estante, Yolanda S.- Hawthorne
Evans, Debra D.- Mitchell
Evans, Lisa M. - Parkman
Feldner, Annettee M. - Holmes
Ferosie, Annette I.- 27th Street
Fields, Scott D. - Milwaukee Education Center
Finne, Mark A. - EESS Center
Fischer, Joann L. - Day-to-Day
Folger, Rachelle L. - Grant
Forbes, Shari B. - Thoreau
Fosshage, Timothy J. - EESS Center
Foy, Wanda A. - Holmes
Frankiewicz, Kathryn A. - Milwaukee Education Center
Freundl, Maryellen E. - EESS Center
Fritz, Heidi L. - Burdick
Furniss, James R. - Day-to-Day
Gaddis, Jeffery L. - Day-to-Day
Gass, David - Whitman
Gau, Sara J. - Burdick
Gehrig, Karen L. - Day-to-Day
George, April M. - Bruce
Geschke, Kelly M. - LaFollette
Gleason, Matthew J. - Day-to-Day
Godager-Bode, Wendy M. - Riley
Goll, Sherri - Day-to-Day
Gomez, Elizabeth M. - Pierce
Gorecki, James J. - Milwaukee Tech
Gourley, Debra D. - Day-to-Day
Granzow, Kristen L. - Auer
Groy, Denee S. - Sholes
Gruenewald, Kim M. - EESS Center
Haddon, Kevin - Scott
Hanson, William - Alternative & Vocational Education
Harlow, Renard F. - EESS Center
Harris, Diane M.- Hopkins
Harwood, Sara J. - Day-to-Day
Haske, Anne Marie - Fratney
Hayes, Callie - EESS Center
Hein, George - Kosciuszko
Hennen, Marilyn R. - Garden Homes
Hentz-Harris, Roxie T. - Lee
Herek, Terri L. - Granville
Hernandez, Louis J. - Lincoln Middle
Herriges, Rhonda F. - Day-to-Day
Heule, Susan J. - Fritsche
Heyrman, Julie A. - Day-to-Day
Hickling, Barbara M. - Bell
Hickson, Leola - Fulton
Hietpas, Kathryn M. - 37th Street
Hill, Mary J. - Bryant
Hill, Nancy S. - Bruce
Hill-Riley, Princess - Day-to-Day
Hodges, Julie A. - Grand
Hoeltke, Beth J. - Marshall
Hoffman, Deborah A. - Hopkins
Horn-Price, Kimberly M. - Wheatley
Horton, Dorothy J. - Day-to-Day
Howell, Willie G. - Allen-Field
Howland, Stuart M. - Curtin
Iding, Bradford A. - Webster
Jackson, Carolyn D. - Hopkins
Jackson, Lynette - Day-to-Day
Jackson, Sonia K. - Garfield
Jaskie, Christine M. - 53rd Street

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Jenn, Barbara A. - Day-to-Day
Jessie-Jones, Linda C. - EESS Center
John, Rebecca R. - Audubon
Johnson, Erin K. - Grand
Johnson, James G. - St. Charles
Johnson, Jerry L. - Webster
Johnson, Karin - Milwaukee Education Center
Johnson, Linda L. - Steuben
Johnson, Jr., Wallace D. - Auer
Jones, Cheryl L. - Fulton
Jones, Janie - EESS Center
Kalman, Anne M. - Story
Kaminski, Mark A. - Milwaukee Education Center
Kanter, Shelli A. - Milwaukee French Immersion
Kapp, Jethra J. - Multilingual/Multicultural
Karau, Lisa S. - Pierce
Kassulke, Rebecca A. - Dover
Kelly, Paula J. - Day-to-Day
Killins, Willie D. - Riley
Kilton, Shannon L.- Hartford
Knapp, Mary J. - Day-to-Day
Knudson, Lisa A. - EESS Center
Knutson, Annette - Brown
Kobussen, Nancy A. - Siefert
Koenig, Kelly S. - Green Bay
Kovar, Kendra L. - Burroughs
Kowalczyk, Thomas R. - Riley
Kramer, Mary - Allen-Field
Kremer, Mary E. - Pierce
Kremkau, Diane N. - Happy Hill
Kresse, Paul A. - Granville
Krey, Steven E. - Webster
Kruse, Julie A. - Day-to-Day
Kyriacou, Anne K. - EESS Center
LaMarche, Jeanne - Elm
Lambrecht, Dawn M. - 35th Street
Lampkins, Byron D. - Bell
Lansinger, Jennifer L. - Auer
Laster, Tracy M. - Parkman
Lawrence III, Reginald L. - Grand
Lehmkuhl, Dana M. - Riley
Leon, Otilio - Fratney
Lepold, Jane - Lincoln Middle
Lerner, Kathryn W. - Cass
LeSage, Pierre E. - Happy Hill
Leszcynski, Susan A. - Day-to-Day
Lindquist, Ann K. - EESS Center
Liston, Zamerian H. - Garden Homes
Lloyd, James A. - EESS Center
Ludwig, Jeanne L. - EESS Center
Luckman, Marietta - Multilingual/ Multicultural
Lustig, Kathleen R. - Wright
Lutzke, Beth M. - Burroughs
Machado, George A. - Milwaukee Tech
Macho, John D. - Audubon
Magomolla, Beth E. - Waldorf
Mahan, Susan M. - LaFollete
Malone, Annie L. - Carleton
Malphy, Dawn J. - Day-to-Day
Mamon, June R. - EESS Center
Manske, Norine A. - Dr. King
Marschner, Terri D. - Day-to-Day
Masson, Debra J. - Milwaukee French Immersion
Matel, Phyliss - LaFollette
Mayer, Kerry W. - Robinson
McCord , Jason E. - Multilingual/ Multicultural
McCormack, Lynn R. - EESS Center
McKinley, Elnore M. - 81st Street
McWilliams, Stanley W. - Fritsche
Mehl, Nancy A. - Kagel
Melvin, Trudi C. - Robinson
Merritt, Lisa M. - Brown
Mikec, Kimberly L. - Cooper
Miller, Rhonda L. - Walker
Milosch, Kim M. - Day-to-Day
Misner, Barbara R. - Day-to-Day
Mitchell, Sarah J. - Webster
Mizialko, Amy - Lee
Moerchen, Eric R. - EESS Center

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Molenda, Tami - Cass
Molling, Michelle A. - Siefert
Moloney, Nancy L. - Franklin
Mork, Lynn A. - Irving
Morse, Penney J. - Project Excel
Mudlaff, Karen L. - Riley
Mueller, Michelle L. - Garden Homes
Munch, Shawn - Dr. King
Murray, Daniel D.- Lincoln Middle
Nabors, Yolanda - EESS Center
Nehmer, Timothy A. - Grand
Neill, Stephen E. - EESS Center
Nemeth, Joy Lyn - Vieau
Nettesheim, Karen - Burroughs
Neubauer, Lori A. - Audubon
Nicholas, Annmarie L. - Burdick
Niedzialkowski, Donna J. - Craig
Nusbaum, Robert J. - Kagel
Orengo, Noel A. - Holmes
Orosco, Manuela - Allen-Field
Ortiz, Nannette - Grand
Otto, Diane M. - Waldorf
Oulahan, Anne M. - Day-to-Day
Pacho, Jorge L. - Multilingual/ Multlicultural
Page, Stephen L. - Milwaukee Education Center
Palkowski, Donna M. - Bryant
Patterson, Lori C. - Day-to-Day
Paul, Ronda K. - Hawley
Petre, Britt M.- Fritsche
Petri, Timothy E. - Custer
Petroviak, Debra R. - Day-to-Day
Phebus, Jay M. - Granville
Pierce, William D. - Hayes
Piette, Angela L. - Carleton
Pipp, Frank J. - Wheatley
Plachetka, Rhonda K. - Steuben
Pralle, Kristy A. - EESS Center
Price, Martha A. - Day-to-Day
Puestow, Beth A. - Scott
Purgill, Doreen A. - Stuart
Radloff, Sandra L. - Day-to-Day
Ragaisis, Deeann V. - Burroughs
Rakowiecki, Michael - Milwaukee Education Center
Redman, Katherine M. - Manitoba
Redmond, Teresa A. - EESS Center
Rehl, Kathleen A. - Day-to-Day
Reszel, Roxane R. - 38th Street
Reyes-Webb, Carmen D. - Milwaukee Education Center
Rhode, Rae A. - Lincoln Middle
Rick, Angela J. - Day-to-Day
Rick, Sheryl L. - Day-to-Day
Rivas, Evangelista - Fratney
Rivera, Elsie - Kagel
Robers, Christina L. - Day-to-Day
Roemer, Kathleen - Trowbridge
Rosado, Diane - South
Runge, Marilyn A. - EESS Center
Runnoe, Vicki L. - Townsend
Russo, Marc F. - Douglass
Ruud, Mary H. - Waldorf
Sanchez, John - Pierce
Sanchez, Victoria - Mitchell
Santiago, Maria L.- Fratney
Sauvageau Laura M. - Day-to-Day
Schaewe, Bonnie J. - Audubon
Scallon, Michele A. - Hawley
Schmeling, Jill M.- Keefe
Schmeling, Linda A. - EESS Center
Schmidt, Michele M. - EESS Center
Schroetr, Kevin - Webster
Schuster, Nicholas - Marshall
Schwacke, Laura A. - Douglass
Scruggs, Angelena - Wheatley
Semko, Catherine - Sholes
Shadd, Marjorie - EESS Center
Sherman-Colt, Lisa E. - Milwaukee High School of the Arts
Shipley, Carrie F. - 21st Street

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Shive, Marsha - Douglass
Shunk, Pamela K. - Hawthorne
Sims, Cherie - EESS Center
Slawson, Rita - Forest Home
Sliwinski, Lynda J. - Clarke
Smith, Don E. - EESS Center
Smith, Shunflicia Y. - Milwaukee Spanish Immersion
Snedic, Jennifer A. - EESS Center
Soref, Mary L. - Gaenslen
Sorenson, Cassandra R. - Craig
Specht, Beth L. - Brown
Stapleton, Colleen M. - Dr. King
Stuber, Richard - Day-to-Day
Stefanik, Mary C. - Sholes
Stein, Carol L. - Barton
Stewart, Laura E. - Carleton
Strand, Lori A. - Milwaukee Education Center
Stritesky, Timothy J. - 37th Street
Strong, Deborah F. - Bruce
Sturman, Michelle L. - Lincoln Avenue
Sumrall, Rosie L. - Congress
Tadin, Renee M. - Day-to-Day
Tedesco, Michael C. - Alternative & Vocational Education
Ten Haken, Kristine L. - Day-to-Day
Thibodeau, Parith - EESS Center
Thienes, Mary E. - Waldorf
Thomas, Yvonne D. - Granville
Thompson, Thomas C. - Edison
Thurston, Robin M. - Holmes
Timm, Nicolette D. - Stuart
Towle, David - EESS Center
Tracey, Paul J. - Pierce
Tucker, Joyce - Day-to-Day
Turkseven, Fiona M. - Palmer
Tyczkowski, Teresa L. - Auer
Ubl - Marlene R. - Granville
Uhl, Nancy J. - Brown
Uhlers, Michelle A. - Allen-Field
Ullrich, Lori A. - Day-to-Day
Valladares, Mario G. - 27th Street
Van Laanen, Christopher W. - Day-to-Day
Vedder, Maureen B. - Hawley/Fratney
Vega, Alba N. - Fratney
Venzant, Henry A. - Milwaukee Tech
Vierkant, Tamara L. - Day-to-Day
Villa Fuentes, Margaret - 27th Street
Volkert, Gerianne R. - Goodrich
Walker, Hope - Fairview
Wallrath, Elizabeth J. - Grantosa
Walls, Tara L. - Bell
Wanta, Carol C. - Gaenslen
Warren, Christine H. - EESS Center
Washington, Byron L. - Burroughs
Washington, Rosa M. - Day-to-Day
Watson, Lisa A. - EESS Center
Watts, Adrienne L. - Lincoln Middle
Webb, Karen M. - EESS Center
Weber, Lori J. - LaFollette
Wegerer, S. Jenell - Day-to-Day
Weiler, Gary R. - Steuben
Wenzel, Peter J. - Milwaukee Education Center
Whiteaker, Kimberly J. - Wright
Wied, Kristine E. - Milwaukee Education Center
Wiemer, Pamela J. - 21st Street
Wiencek, Laurie J. - Clement
Wilkum, Dawn M. - Wright
Williams, Lynn E. - Milwaukee German Immersion
Winghart, Kathleen - Edison
Woolweber, Donn E. - Bay View
Woytych, Mary - Day-to-Day
Wright, Jennifer S. - Day-to-Day
Wycklendt, Lory L. - Engleburg
Yenter-Chavez, Amy J. - Day-to-Day
Zacher, Jillian K. - 37th Street
Zakowski, Karen M. - Kosciuszko
Zenisek, Joellyn - Tippecanoe
Zenobi, Peter J. - Lowell/McNair
Zich, Julie C. - Longfellow
Zimmer, Heather M. - River Trail
Zwickey, Rhonda L. - Day-to-Day
Zwolinski, Janet R. - Burroughs

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Aguado, Linda L. - Neeskara
Albertin, Thomas O. - Siefert
Bartos, Mary C. - Kluge
Burleson, Cindy A. - Grand
Castillo, Raysa M. - Lincoln Middle
Chico, Maria Del S. - Waldorf
Clamor, Jusine B. - Thurston Woods
Clark, Mary C. - Sherman
Collier-Thompson, Judith F. - Day-to-Day
Conger, Jodi L. - Lincoln Middle
Dassow, Renee L. - Goodrich
Dettman, Gary - Community Recreation
Diener, Traci L. - McNair
Disi, Lila A. - Burroughs
Docter, Nancy M. - Grantosa
Draeger, Julie A. - 21st Street
Erby, Valerie E. - 78th Street
Esparza, Juvencio - South
Ford, Melissa A. - Wisconsin
Gafney, Patrick D. - EESS Center
Gatens, Maureen - Wright
Gaumond, Carol L. - North
Hadley, Melanie M. - Browning
Hanson, Robin M. - Hi-Mount
Hartwell, Lizzie M. - Burroughs
Hennessey, Daniel P. - Burdick
Hoffman, Francine I. - Irving
Holmes, Judith A. - EESS Center
Horigan, Patricia A. - Grand
Hulsizer, Natasha M. - Irving
Janzen, Cami L. - Burroughs
Karau, Lisa S. - Pierce
Kimbrough, Sheila R. - EESS Center
Krekling, Douglas H. - Irving
Lamarche, Jeffrey J. - Lee
Lambert, Trina J. - Doerfler
Lane, Peggy K. - Bay View
Larson, Julie E. - 21st Street
Lohman, Charon K. - 78th Street
Long, Anthony T. - Milwaukee Tech
Marchese, Jack A. - Webster
Markovits, Ruth C. - EESS Center
Martin, Rose M. - Forest Home
Mueller, Deborah M. - EESS Center
Mueller, Noel M. - Forest Home
Murphy, Kathleen L. - Roosevelt
Nohr, Laura J. - Bay View
Nord, Charlsey Ann Moon - EESS Center
Owen, Teresa A. - Whitman
Peterson, Nancy A. - Garden Homes
Power, Leea N. - Keefe
Rafaelidys, Robin H. - Grand
Ramseu, Danielle J. - Fulton
Reinhardt, Jean A. - Story
Roddick, William J. - Burroughs
Rogers, Vera N. - Phillip
Roloff, Elizabeth A. - Bell
Schnoll, Rhona S. - Congress
Smith, Douglas A. - Hopkins
Smrz, Ines M. - Lincoln Avenue
Star, Alice Jo - EESS Center
Swendrowski, Amy L. - 21st Street
Tangle, Miriam R. - EESS Center
Taylor, Jeffery A. - Wright
Taylor, Tanya D. - Fulton
Thomas, Yvonne D. - Granville
Volk, Martin H. - Washington
Weizenicker, Joann H. - Sholes
Welk, John A. - Lincoln Middle
Wilson, Penny L. - Siefert
Wisniewski, Jane R. - Multilingual/Multicultural
Wohl, Maria T. - Grant

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abrahams, Nadine J. - Philipp
Adam, William - Bell
Allen, Leona - Philipp
Anthony, Veronica L. - Fairview
Antoine, Jenny - Day-to-Day
Antoniak, Gino G. - LaFollette
Appleby, Jennifer A. - Fernwood
Applewhite, Barry R. - North
Arauco, Teresa V. - Kosciuszko
Armstrong, Vera A. - Mitchell
Baade, Stephanie - Kilbourn
Baer, Ann L. - Browning
Bakken, Derenda D. - Hampton
Balistreri, Lisa A. - 37th Street
Ball, Kevin R. - North
Balogh-Habayeb, Mary J. - Fulton
Banks, Dana M. - Walker
Barron, Sally J. - Irving
Bartow, Laurie A. - Vieau
Bayer, Laura A. - Robinson
Belin, Phontonia - Clemens
Bennett, Janet L. - Milwaukee Spanish Immersion
Bersch, Robert A. - 65th Street
Bivens, Lori J. - Fulton
Blazkovec, Amy M. - Fulton
Blevins, Stephanie - Waldorf
Bonesho, Nancy B. - Audubon
Borda, Denise S. - Kagel
Borda, Lucia L. - Kagel
Borts, Lynne M. - Green Bay
Brahm, Todd C. - Scott
Braun, Amy M. - Clemens
Bricco, Jodi L. - Humboldt Park
Briesemeister, William - Phoenix Alternative
Brimmer, Kathryn M. - Forest Home
Brown, Annabelle - Auer
Brown, Cheryl R. - Muir
Brown, Lynn - Bay View
Brown, Patricia A. - Dover
Brox, Michael L. - Parkman
Budziszek, Patrick T. - Engleburg
Buechel, Patricia A. - Hopkins
Burton, Elserita R. - Edison
Caldwell, Eria M. - Tippecanoe
Calton, Jewel - Granville
Cameron, Lori S. - EESS Center
Campbell, Cynthia J. - EESS Center
Cannestra, James P. - Morse
Carbajal, Isidro M. - Hamilton
Ceaglske, Susan - EESS Center
Cheslock, Heather A. - Vieau
Chojnacki, Joseph M. - Milwaukee German Immerson
Cintron, Alfredo T. - Morgandale
Clemence, Pamela J. - 27th Street
Clipps, Roselyn G. - EESS Center
Cohen, Robin S. - Fratney
Colbert, Cheryl D. - Waldorf
Cole, Kristi Y. - Silver Spring
Collins, Catherine B. - Green Bay
Collins, Joan A. - Lincoln Avenue
Cooper, Wendy L. - Milwaukee Spanish Immersion
Craig, Connie F. - Dr. King
Crain, Beth - EESS Center
Crausaz, Robert J. - Morse
Crowley, Linda - Tippecanoe
Cullen, Timothy C. - Steuben
Dable, Lynn - Sholes
Davies, Karen - EESS Center
Davis, Bonita J. - Custer
Delahanty, Kathryn - Greenfield
DelaRosa, Guarina A. - Day-to-Day
DeMaster, Dawn M. - Milwaukee French Immersion
DeMore, John J. - Browning
Denuszek, Kathleen A. - Browning
Derleth, Corinne M. - Walker
DeVine, Don - Gaenslen
Dorava, Lori A. - Fritsche
Draper, Shirley F. - Garden Homes
Drew, Valencia L. - EESS Center
Drews, Dean A. - Milwaukee H.S. of the Arts
Dugan, Honre A. - Lincoln Middle
Dukes, Karlicia R. - Grand
DuSaint, Patriq A. - Waldorf

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Dussault, Elizabeth E. - Milwaukee H.S. of the Arts
Ealy, Carolyn E. - Edison
Ebije, Godwin T. - North
Egerer, Sandra R. - Fulton
Eisendrath, Beth A. - Alcott
Erickson, Sandra M. - Parkman
Fassbender, Michael J. - Fritsche
Feiner, Tammie K. - Kluge
Fisher, Judy F. - Roosevelt
Flessert, Kathlene L. - Parkview
Fortune, Cheryl L. - 65th Street
Fossali, Susan J. - Congress
Franta, Susan E. - Sholes
Gaddis, Julius W. - Amelia N. Baker
Garman, Wendy A. - Kilbourn
Garofani, Caroline H. - Fernwood
Garofani, Carriemarie - Victory
Gilane, Dona M. - Lincoln Middle
Gingold, Terri J. - Wheatley
Glover, Debbie P. - Burbank
Golden, Lisa L. - Lincoln Middle
Gorecki, Laura J. - Edison
Gosh, Cindrea J. - Keefe
Graf, Dean C. - Fulton
Graham, Indyria R. - Waldorf
Graser, Elizabeth C. - Milwaukee French Immersion
Gray, Carolyn D. - Clarke
Griesberg, Laura J. - Wisconsin
Groth, Pamela K. - EESS Center
Grunwaldt, Cathleen C. - Wheatley
Grunwaldt, Diane C. - Marshall
Grzesiak, Maryann - Riley
Guensburg, Jane T. - Muir
Haith, Deon M. - 53rd Street
Hanley, Aedan A. - King
Harlow, Shirley J. - Dr. King
Harms, Kathryn M. - Wright
Harris, Elaine J. - Waldorf
Hartlaub, Joseph M. - Dr. King
Hedegaard-Vacek, Carrie A. - 21st Street
Henderson, Yvette - Burbank
Hendrychowski, Gale A. - Grant
Hernandez, Alfredo - Allen Field
Herriges, Andrew C. - Webster
Herschleb, Tammy L. - Clement
Hill, Pamela R. - 65th Street
Hinkle, Kathleen M. - 38th Street
Hintz, Gregg E. - EESS Center
Hofstede, Mary J. - Kluge
Holbrook, Julie E. - 21st Street
Holifield, Gladys J. - Lincoln Avenue
Hoyt, Robert J. - Milwaukee H.S. of the Arts
Hughes, Marcus A. - Goodrich
Hunter, Johnson B. - Webster
Hurst, Kimberly A. - Gaenslen
Itzin, Kathleen A. - Scott
Jacobsohn, Tamar S. - EESS Center
Janowski, Dan M. - Gaenslen
Jaszewski, Gerard P. - Fulton
Jenkins, Nickola M. - 37th Street
Kaczmarek, James V. - Walker
Kaminski, Bonnie K. - Muir
Kasik, Andrew A. - Holmes
Kelnhofer, Thomas E. - Multilingual/ Multicultural
Kenwood, Paul J. - Scott
Kincaid, Carole - Scott
Klein, Karla K. - Scott
Kloko, Jeffery A. - Bell
Klovas, Kim M. - Alcott
Kohler, Lisa M. - Keefe
Koppa, Timothy D. - Sarah Scott
Korsi, Donna M. - Fritsche
Kostelnik, Kathryn M. - Audubon
Kotecki-Espinosa, Amy B. - Clemens
Kramlich, Marilyn, - Townsend
Krause, JoAnn M. - McNair
Kronschnabel, Christine M. - Clarke
Krueger, Dawn M. - EESS Center
Krueger, Paul N. - Audubon
Kugler, Dean R. - Milwaukee H.S. of the Arts
Ladwig, Mary C. - 65th Street
LaFosse, Enrique E. - Multilingual/ Multicultural
LaMarre, Judithann A. - Auer
Landherr, Theresa M. - Fulton
Landis, Margaret Y. - Milwaukee Education Center
LaPlante, Amy L. - EESS Center
Lasse, Audrey - Longfellow

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Lawler, Monica T. - Pierce
Lemmer, Peter M. - Sholes
Leopold, Kristine D. - Garfield
Lesko, Kim L. - Fritsche
Lesner, Deanna M. - Multilingual/ Multicultural
Lewis, Gwendolyn F. - EESS Center
Lewis, Katherine E. - Robinson
Lewis, Latrina - Emerson
Linden, David M. - Morse
Lobins, Kathleen A. - Holmes
Loe, Phillip T. - Sholes
Lorbiecki, Sallyanne C. - Lloyd
Loss, Catherine A. - Mitchell
Loven-Durkey, Lisa - Morse
Low, Lisa - Goodrich
Lucht, Allan R. - Muir
Mach, Carey A. - Congress
Maddox, Kenneth L. - Community Recreation and Education Services
Malaha, Cheryl M. - Happy Hill
Malloy, Timothy - Maple Tree
Maloney, Julie M. - 53rd Street
Manthe, Colleen O. - EESS Center
Marciniak, Carolyn - Holmes
Marlow, Ann Marie - Multilingual/ Multicultural
Martinez, Joan H. - North
Mayer, Carol A. - Starms
McArdle, Anne M. - Burdick
McCarthy, Katherine M. - Steuben
McDowell, Mildred - Starms
McElvain, Rosalyn H. - Starms
McGuff, Georgia A. - Milwaukee Education Center
McKesson, Cynthia L. - Cass
McVicker, Marilynn - Lloyd
Meifert, Jacqueline L. - Clemens
Midthun, Steven C. - Wright
Milani, Jeffrey R. - Honey Creek
Miller, Lynne R. - Burroughs
Miller, Pamela A. - Forest Home
Miller, Stefanie - Clarke
Miller, Timothy K. - Riley
Mogielnicki, Shelley J. - Forest Home
Molter, Jeffrey W. - EESS Center
Mongin, David J. - Morse
Morvan, Paula A. - Milwaukee French Immersion
Moss, Bryant R. - Mitchell
Moss, Orlando Jr., - Scott
Mott-Smith, Lauren A. - Sholes
Narrai, Betsy S. - Kosciuszko
Neumann, Tari A. - Sherman
Newsom, Melinda E. - Scott
Nguyen, Christine - Day-to-Day
Nikutta, Kerry B. - Siefert
Noeske, Julie A. - Trowbridge
Noland, Carletta M. - Happy Hill
Nowakowski, Dorothy A. - Curtin
Nyswonger-Winkler, Christine M. - Steuben
O'Keeffe, Katherine M. - EESS Center
Olds, Emma J. - Fulton
Olvera, Anne F. - Sholes
Onela, Christina - Wisconsin
Owen, Gregor - Morse
Parlier, Matthew R. - Milwaukee H.S. of the Arts
Pearson, Michael M. - River Trail
Pecha-Koch, Jacqueline S. - Morgandale
Pelton, Susan K. - Franklin
Petersen, Karen - Franklin
Piasecki, Yvonne M. - Bell
Piaskoski, Cynthia A. - Congress
Pinzon, Maria C. - Allen-Field
Planning, Teri M. - Holmes
Polacheck, David R. - Lady Pitts
Prahlow, Jane C. - Parkview
Prahlow, Matthew A. - Clemens
Pratt, Elizabeth A. - Waldorf
Radwill, James E. - Story
Ramey, Betty J. - Lancaster
Raymond, Morry L. - Fulton
Rehorst, Karen A. - Morgandale
Repetti, Dawn M. - Trowbridge
Richmond, Michelle R. - Audubon
Roberts, Raymond J.D. - Milwaukee H.S. of the Arts
Roegner, Michael - Fulton
Rogers, Carol D. - Cass
Rogers, Derrick D. - Grand
Rogers, Timothy P. - Sholes
Rohrer, Amy E. - 38th Street
Rose, Carol B. - Fritsche
Rosin, Mark W. - Curtin
Russ, Deborah A. - Lincoln Middle
Rutberg, Charlaine - Forest Home

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Rymer, Susan L. - Alcott
Sabbar, Jodi L. - Roosevelt
Sabir, Muhammad - Honey Creek
Saelens, Patricia A. - Wright
Saggio, Vickie E. - Fulton
Saindon, Michael R. - Maryland
Sampson, Gertheen - Lloyd
Sampson, Roslyn Y. - Maple Tree
Sanchez, Julann M. - Hamilton
Sander, Janet L. - 37th Street
Santos, Jesus - Fratney
Savola, Wilhelmine - Milwaukee German Immersion
Schink, Linda Y. - Gaenslen
Schlueter, Jodene M. - Walker
Schmus, Margaret M. - EESS Center
Schultz, Robert E. - Webster
Schuman, Kimberly K. - Edison
Schuster, Joy E. - Sholes
Screven, Rozanne - Sholes
Segalla, Lisa Jo. - Fritsche
Seroogy, Amy T. - Lincoln Middle
Shogran, Janis L. - EESS Center
Siewert, Teri - Bruce
Simmons, Donna R. - EESS Center
Simmons, Katrina F. - Riley
Simmons, Sandra Sue - Roosevelt
Simon, Siebrin S. - EESS Center
Simpson, Earl - Hayes
Simuel, Nancy L. - EESS Center
Smith, Yolanda - Burdick
Soley, Rxanne M. - Silver Spring
Spaeth-Chen, JoEllyn - Holmes
Stang, Elizabeth K. - Kosciuszko
Stephan, Sharon L. - Guidance
Stevenson, Judy L. - Philipp
Stinson, Angela M. - Garfield
Storer, Jennifer L. - Marshall
Strenger, Kristine L. - Fairview
Summers, Beverly R. - Bruce
Summers, Stevie B. - 81st Street
Swessel, Tammy S. - Robinson
Swosinski, Kelleen - EESS Center
Szidon, Michele M. - Lincoln Avenue
Tarpey, Amy M. - 35th Street
Thomas, Debra D. - Bryant
Thurow, Janiece M. - EESS Center
Thurston, Robin N. - Holmes
Todryk, David M. - Hopkins
Toetz, Jennifer G. - Victory
Torres-Balderas, Rosa M. - Walker
Turney, Jane M. - Kilbourn
Ushi, Brenda F. - Morse
Varela, Wanda I. - Vieau
Vespalec, Patricia A. - Grant
Vlies, Eugene T. - EESS Center
Wagner, James - Milwaukee Tech
Walker, Dennis O. - Hayes
Waltersdorf, Lisa A. - Thurston Woods
Warren, Bruce D. - Milwaukee German Immersion
Wasserman, Wendy J. - EESS Center
Watson, Vonna - Hopkins
Weber, Vivienne - Sarah Scott
Wegner, Diane L. - Grand
Weimer, Susan B. - Silver Spring
Werner, Vaughn - Fulton
Whalen, Kelly C. - 27th Street
Wiedmeyer, John H. - Wright
Williams, Cynthia M. - Riley
Williamson, Edwina K. - Hi-Mount
Woessner, William C. - EESS Center
Wolfgram, Wendy A. - EESS Center
Wortz, Carol L. - Gaenslen
Yarn, Douglas B. - Day-to-Day
Zagorski-Biermann, Deborah J. - Milwaukee German Immersion
Zarse, Mary G. - Wisconsin
Zeaman, Jon - Doerfler
Zender, Debra - Kluge
Zielke, Timothy J. - Milwaukee Tech
Zuniga, Maria J. - South Division

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Anderson, Linda M. - Whitman
Anderson, Lonnie J. - Bell
Andrews, Kathleen A. - Sherman
Balistreri, Rosemarie - Milwaukee H.S. of the Arts
Ball, Odell - 68th Street
Beckley, Jean D. - Doerfler
Benoit, Kathy A. - Forest Home
Besch, Pamela K. - South Division
Beyers, Beverly A. - Day-to-Day
Bosanac, Jacalyn - Scott
Briggs, Brenda D. - Hamilton
Buckholt, Paul R. - Fernwood
Buquet, Karen R. - Grant
Carr, Steven T. - Day-to-Day
Ciganek, Richard B. - Washington
Clark, Annabel B. - Clement
Clay, Cynthia L. - EESS Center
Crandall, William H. - Marshall
Czukas, Rita J. - Milwaukee German Immersion
Dang, Paul I. - Juneau
Daniels, Eloise N. - Roosevelt
Davis, Al'Lean M. - Demmer Center
DeSimons, Trudy J. - Burroughs
Dess, Mary H. - Burdick
Diedrich, Glenn D. - Walker
ElAbdi, Khaled - Pierce
Ellertson, April M. - Edison
Erdmann, Julie L. - EESS Center
Everett, Janaan D. - Milwaukee Tech
Fanning, Debra S. - Clarke
Fennema, Mark R. - Juneau
Fischer, Laura J. - 78th Street
Fisher, Barbara J. - Burroughs
Fisher, Billy R. - Webster
Fitzgerald, Michelle B. - Washington
Flores, Nydia I. - EESS Center
Font, Luz C. - South Division
Fores, Michelle B. - Clemens
Foyer, Allison L. - Franklin
George, Hearldean A. - Lee
Girouard, John R. - Scott
Goller, Sandra E. - Milwaukee Tech
Greb, Lynn A. - Community Recreation and Education Services
Gross, Batya R. - Mitchell
Gross, Dianne E. - Muir
Gudeman, Wendy A. - 37th Street
Hagenow, Amy B. - Maple Tree
Hassman, Elizabeth A. - Fairview
Hemze, Carol M. - Doerfler
Higley, David C. - Forest Home
Hildebrand, Kerrie A. - Gaenslen
Hushek, Sharon A. - Zablocki
Igl, Rita J. - Honey Creek
Johnson, Agnes S. - Edison
Jolley, Sylvester J. - Forest Home
Jordan, Kay T. - Hopkins
Julien, Kristie D. - Washington
Kenseth, Jay K. - Washington
Kimmons, Shirley F. - Congress
Kinosian, Amy - Edison
Kothlow, Susan A. - Muir
Krafczyk, Penelope A. - Zablocki
Kratz, Rebekah M. - Wheatley
Kwass, Susan M. - EESS Center
Ladwig, Scott - Parkman
LaHay, Rita M. - Cass
Larson, Bonnie L. - Marshall
Leicht, Kathryn M. - 95th Street
Lennon, Janis K. - Happy Hill
Lievens, Cynthia K. - Audubon
Lindstrom, Patricia A. - LaFollette
Magee, Veronica O. - Muir
Maldonado, Margarita - Longfellow
Maney, Michael J. - Wright
Marshall, Darnell - LaFollette
Martin, Albert A. - Lincoln Middle
Matthews, Thomas E. - Lincoln Middle
McKay, Pamela - North Division
Medley, Marion I. - Bell
Menting, Sandra L. - Allen Field
Midthun, Christine A. - Riley
Milani, Christine M. - Honey Creek
Miller, Carol - Hayes/Craig

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Miller, Larry F. - Day-to-Day
Molbeck, William R. - Community Recreation and Education Services
Mueller, Susan A. - Community Recreation and Education Services
Muscavitch, Frederick H. - Guidance
Newhauser, Mary M. - Mitchell
Newson, Grace C. - Scott
Nunn, Connie C. - EESS Center
Ortiz, Maira Z. - Multilingual/Multicultural
Osinski, Terry A. - Hawley
Palmer, Donna R. - Story
Parey, Taimi L. - Mitchell
Payne, Julie - Kosciuszko
Pecunia, Melissa A. - McNair
Peterson, Jeanine E. - Forest Home
Pluckhahn, Robert J. - Vincent
Porter, Mary E. - Fulton
Post, Lonnie S. - Marshall
Reitman, Cherie L. - Washington
Rivas, Carmen - Community Recreation and Education Services, C.O.
Rogness, Geraldine R. - Manitoba
Roper, William C. - Demmer Center
Rosenfeld, Julie M. - Hawthorne
Rouiller, Terry J. - Lee
Ruppenthal, Christina M. - Bruce
Salvat, Graciela E. - Pierce
Sanchez, Ibis H. - Edison
Sanchez, Jesse - Forest Home
Schecher, Mary K. - Whitman
Schimpf, David P. - Goodrich
Sinclair, Willie M. - Milwaukee Tech
Smith, Alisia M. - Barton
Smith, N. - Multilingual/Multicultural
Sojkowski, Heidi M. - 37th Street
Stefanovich, Daniel - Walker
Stotmeister, Patricia M. - Bilingual Education
Tarantino, Kristi A. - Fairview
Thomas-Berkley, Felecia - Forest Home
Tragash, Phyllis - Clarke
Trump, Julie A. - Keefe
Vena, Ralph M. - Bell
Vincent, Kathleen E. - Steuben
Wagner, Astrid J. - Zablocki
Walker, Lamont M. - Craig
Wamser, John F. - Clarke
Wilkie, Christine M. - King
Wincapaw, Mary S. - Marshall
Witteman, Marcia L. - Edison
Woeste, Patricia M. - Auer
Wood, Terence M. - Fulton
Wranovsky, Gail R. - Hamilton
Wullschleger, Karl R. - Cass
Yardley, Kimberly K. - Douglass
Young, Gertrude E. - Demmer Center
Zarembka, Christine A. - Lancaster
Zastrow, Lori J. - Clement

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Adesuyi, Gwendolyn B. - Edison
Adler, Susan M. - Milwaukee Education Center
Allen, Kaye - 78th Street
Anderson, Julie - Fritsche
Anderson, Nancy L. - EESS Center
Andrzejewski, Kathleen - Forest Home Anich, Sharon M. - North Division
Armstrong, Reginald K. - Fulton
Babby, Sharon - 37th Street
Badzio, Heidi E. - Milwaukee German Immersion
Bajurny, Mark R. - Bay View
Baldewicz, Constance - Lady Pitts
Baldwin, Melissa - Pierce
Bankier, Phyllis M. - Lloyd
Barczak, Janet M. - Roosevelt
Bare, Allen R. - Walker
Barnard, Deborah J. - 78th Street
Barnes, Mark A. - Craig
Bartee, Pamela L. - Franklin
Bauer, Carla M. - Milwaukee Spanish Immersion
Bauer, Laurie E. - Franklin
Baumann, Thomas R. - Morse
Baumgart, Amy - Allen Field
Bautista-Ruiz, Ofelia - Longfellow
Becker, Janice R. - Walker
Becklund, Lorreen R. - Pleasant View
Bednar, Barbara J. - Irving
Beese, Susan - Hopkins
Beirold, Sabine F. - Wright
Bell, Randi M. - Steuben
Benson, Olalekan A. - Lloyd
Berg, Nancy E. - EESS Center
Betancourt, Linda L. - Brown
Bettine, Cynthia L. - 31st Street
Bevirt, Wayne H. - Burbank
Bialas, Terri - Humboldt Park
Bivins, Michelle R. - Honey Creek
Blake, Ednarina - Burroughs
Blonien, Joann M. - Robinson
Blonien, Stephen D. - Bay View
Boberschmidt, Elizabeth - Lady Pitts
Boese, Thomas V. - Irving
Bohannon, Katherine H. - Walker
Bollmann, Jeffrey P. - Marshall
Bon, Myrta E. - Wisconsin
Booth, Tammy - Emerson
Borchardt, Marirose L. - LaFollette
Bosanac, Robert - Forest Home
Boschek, Marian R. - Clarke
Bounkert, Sombath - Washington
Bounket, Soumaly - South Division
Bourn, Tami A. - Bryant
Boutin, Constance - Clarke
Bradley, James L. - Hayes
Brager, Cynthia - Hayes
Branham, John - Audubon
Branscombe, Janell M. - Grantosa
Brazil, Sherita L. - KiIbourn
Brewer, Marge F. - Lee
Bridges, Diane - Barton
Brigden, Brigid E. - Wright
Brown, Sharlane R. - Burroughs
Brown, Thomas D. - Lancaster
Brueckner, Mary M. - Silver Spring
Buckley, Ann M. - Siefert
Burchardt, Renae A. - Gaenslen
Burnes, Robin A. - Milwaukee German Immersion
Butler, Barbara D. - Allen Field
Byrd, Rocksand R. - Pierce
Caban-Quiles, Carmen M. - Allen Field
Campbell, Mary L. - King
Campos, Ida I. - Morgandale
Cao, Jiying - Bell
Carew, Jennifer - 81st Street
Carter, Lisa D. - Clement
Carter, Mark A. - Milwaukee Spanish Immersion
Casper, Dennis - Riverside
Cecil, Kimberly J. - Browning
Charek, Margaret C. - Franklin
Chatman, Patrick D. - Auer
Chelmo, Alice M. - Clarke
Chojnacki, Stephen P. - Robinson
Chucka, James R. - Kluge
Ciotti, Diane J. - McNair
Clark, Julie A. - Bay View
Cockerham, Jean E. - Trowbridge
Coleman, Annie - Robinson

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Colloton-Walsh, Patricia L. - Fratney
Combs, Lisa D. - Gaenslen
Crayton-Smith, Alma - Wheatley
Cummings, Vaughn M. - Webster
Curley, Margaret M. - Browning
Czerwinski, Sandra L. - Burbank
Daniels, Catherine E. - Burroughs
Davis, Brenda J. - Multilingual/ Multicultural
Davis, Mary K. - Hopkins
Davis, Michelle P. - Auer
Debot, Margot E. - Franklin
Decker, Marise - Holmes
Deemer, Lori A. - Riverside
Deighton, - Robyn N. - Morse
Demier, Tracy A. - Maryland
Deperry, Gary K. - Vincent
Derdzinski, John M. - Riverside
DiFrances, Joseph A. - Vincent
Dobbs, Melvyn W. - Audubon
Durovka, Susan J. - Walker
Eastern, Cynthia R. - Steuben
Edwards, Nathorn C. - Fulton
Eidsvoog, Marlys A. - EESS Center
Eiland, Elizabeth A. - North Division
Elliott, Kelly - Holmes
Engelmann, Julie M. - Morse
Engstrom, John - Washington
Eschrich, Christine A. - Lee
Evans, Charles - Emerson
Fager, Violet L. - Grant
Fairbanks, Patrick M. - Robinson
Farris, Julie A. - Webster
Feck, Jami - Thoreau
Feider, Margaret M. - 38th Street
Fendos, Janet R. - Garden Homes
Fenwick, Rachel - Alternative & Vocational Education
Feyen, Andrea P. - Lee
Fisher, Henryette - EESS Center
Fisher, Jane M. - Longfellow
Fleming, Colleen M. - Longfellow
Fleming, Patricia A. - Custer
Flood, Christina A. - Lady Pitts
Foster, Carla M. - MacDowell
Fowler, Deanna - Webster
French, Deborah J. - Washington
Gardner, Thomas D. - Wisconsin
Gau, Teresa R. - Burdick
George, Barbara J. - North Division
George, Carol - Sherman
Gilman, Rosanne - Grand Avenue
Gissal, Susan M. - Fairview
Gnatzig, Larry P. - Parkman
Goll, Laura A. - Palmer
Gomez-Cohn, Betzaida - Lincoln Middle
Gorman, Gayle M. - Palmer
Gorsuch, Mary B. - Cass
Goss, Timothy R. - Fratney
Grassmann, Diane M. - MacDowell
Gray, James R. - Scott
Greene, Cynthia Y. - Webster
Gremer, Andra D. - Craig
Grishaber, Virginia - Fernwood
Grudnowski, Heidi - Bryant
Guajardo, Crisoforo - Fritsche
Guenther, Laura L. - Hawthorne
Gumina, Michael A. - Holmes
Gumina, Susan M. - Wright
Gustafson, Amy L. - Whitman
Hagens, Linda S. - Garfield
Haines, Anne L. - Fulton
Haisch, Kathleen A. - Kagel
Hale, Lori - LaFollette
Hale, Mary E. - Marshall
Hall, Kathleen M. - 65th Street
Hamilton, Eileen - Riley
Hardy, Alexander - EESS Center
Harebo, Patti J. - Morgandale
Harmon, Carolyn - Mitchell
Harmon, Donna J. - Wright
Harris, Billy J. - Multilingual/Multicultural
Harris, Carol - Wright
Haupt, Joseph C. - Mitchell
Hayes, Linda M. - Morgandale

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Heinen, Rosemary A. - Hartford
Heller, Bonnie L. - Victory
Helminiak, Karen C. - Forest Home Hendricks, Cynthia A. - Siefert
Herrera, Alicia M. - Wisconsin
Hettinger, Kimberly - Townsend
Hetzer, David - Clarke
Hevey, Robynn D. - Milwaukee Spanish Immersion
Hill, John R. - Edison
Hill, Kenneth C. - Craig
Hillebrand, Eric S. - Roosevelt
Hmielewski, Sara - Marshall
Hohl, Donna - Milwaukee Spanish Immersion
Holbach, Lizabeth A. - Wheatley
Holman, Paula K. - Greenfield
Holzman, Christine M. - Philipp
Horn, Kathleen E. - Madison
Howe, Jane - Riley
Howell, Steven W. - Lee
Hucke, Michelle M. - Fairview
Hudson, Stanley J. - Bell
Huffer, Jill C. - EESS Center
Hull, Rebecca S. - Burroughs
Huth, Carol S. - Burroughs
Hynst, Barbara A. - EESS Center
Jacob, Tammie J. - Franklin
Jacobs, Karen L. - Dr. King
Jaeger, Diana L. - Holmes
Jammer, Robert L. - Hayes
Jasper, Judith E. - Greenfield
Javeed, Muhammad A. - Day-to-Day
Jenkins, Cleo - Hayes
Johns, Mitzi L. - Burdick
Johnson, Allen - Roosevelt
Johnson, Audimishel C. - Morse
Johnson, Jerome J. - Day-to-Day
Johnson, Marie A. - Sholes
Johnston, Sherry L. - Bruce
Jones, Inia - Gaenslen
Kaminski, Beth - 21st Street
Kartz, Michelle M. - Burroughs
Karwowski, Patricia A. - Muir
Keck, Kathleen L. - Kilmer
Kirby, William F. - Milwaukee Tech
Kirkwood, Doris L. - Fulton
Kitzke, Susan - Green Bay
Klammer, Raymond H. - Milwauke German Immersion
Klawon, Louise M. - Steuben
Klemm, Pamela A. - EESS Center
Klug, Donna M. - Steuben
Knackert, Anne F. - Webster
Knox, Valerie L. - 31st Street
Kobelsky, Ann M. - Philipp
Koenig, Elizabeth K. - Kagel
Kolberg, Patricia A. - Allen Field
Kolek, Susan L. - Humboldt Park
Konigsfeld, Mary M. - EESS Center
Koopmann, Kristine A. - Siefert
Koos, Christina A. - Keefe
Kopp, Karla L. - Bay View
Kosmider, Allison L. - 31st Street
Krause, Barbara A. - 53rd Street
Krawczyk, Laura - Steuben
Kroncke, Robert N. - King
Krueger, Elizabeth A. - Bell
Krueger, Tammi S. - Maple Tree
Kruser, Theresa - Grantosa
Krysiak, Karen M. - Story
Kulich, Teresa A. - Granville
Kunkel, Amy E. - Milwaukee German Immersion
Kurth, Edmund E. - Sholes
Kutner, Mary E. - Garland
Kyle, Janie G. - Fritsche
Labonte, Peter G. - Milwaukee French Immersion
Lahr, Cary P. - Grant
Lama, Elizabeth - Washington
Lamping, Mary L. - Victory
Landmark, Kari K. - EESS Center
Lange, Ann Marie - LaFollette
Laufer, Dona H. - Sherman
Laufer, Michael F. - Bell
Lawrence, Marla - Morgandale
Leal, Sylvia - Forest Home
Lee, Robert S. - Steuben
Leonard, Dennis L. - Roosevelt
Lepkowski, Mary M. - Parkman
Lester, Margaret R. - Custer
Leverence, Michelle - Custer

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Lex, Christine M. - Maryland
Lincoln, Mary - Maple Tree
Lindert, Hannah - Milwaukee French Immersion
Loeschmann, Dawn M. - Burbank
Lopresti, Joan M. - Garden Homes
Lorenzana, Nydia M. - EESS Center
Loss, Andrea M. - Custer
Loyda, Peter H. - Burroughs
Lozada, Abida - Milwaukee Tech
Luft, Frederick W. - Browning
Lund, Timothy - Bay View
Lundberg, Julia A. - Kosciuszko
Maciejewski, Rachel M. - Wheatley
Malesza, Ann E. - Waldorf
Maney-Meer, Nancy - Clarke
Maresh, Mary H. - Burroughs
Markiewicz, Michelle M. - Gaenslen
Markon, Ann Marie - 65th Street
Marquardt, Colleen E. - Milwaukee Tech
Martin, Julie M. - Lowell
Martin, Lawrence C. - North Division
Matenaer, Lisa M. - Hamilton
McConnell, Susan F. - Grant
McDonald, Diane - Fulton
McGuire, Susan L. - Irving
McKillip, Rita J. - Garden Homes
McKnight, Marilyn M. - Forest Home
McMahon, Veronica A. - 31st Street
McNab, Michele M. - Franklin
Meinen, James A. - Keefe
Menefee, Lisa M. - Riverside
Mentovay, Sharon D. - Silver Spring
Meyer, Stephanie L. - King
Michalski, Gale E. - Washington
Michaud, Constance A. - Burdick
Misurek, Kathleen M. - Holmes
Mitchell, Steven J. - Robinson
Mlynarek, Thomas - Lee
Mockus, Patricia A. - Forest Home
Mohr, Jane H. - 68th Street
Moore, Joseph R. - Madison
Moravec, Jeffrey S. - Parkman
Morris, Ava - Vincent
Mortimer, Norma S. - Morse
Mueller, Andrea N. - Emerson
Murphy, Janet L. - Kosciuszko
Naus, Matthew R. - Victory
Nehring-Brodie, Robin L. - Longfellow
Neuman, Kathleen - Dr. King
Neumann, Carolyn S. - Parkview
Nevaranta, David N. - Pleasant View
Newcomb, Jonathan - Riley
Nichols, Carol T. - Stuart
Niemczyk, Elizabeth M. - Lincoln Avenue
Norton, Douglas C. - Muir
Novotny, Carol Ann - LaFollette
Nussberger, Julie M. - Burroughs
Nyholm, Dawn R. - Neeskara
O'Connor, Jennifer - Webster
Ogorek, Michelle M. - Franklin
O'Hara, Anne E. - Green Bay
Oldenburg, Karen S. - Steuben
Oliva, Jacalyn - Clarke
Oliver, Cynthia L. - Walker
Osmer, Lois - Grand
Owens, Phil L. - Scott
Pachi, Matthew A. - Walker
Paden, Marion - Sherman
Pakulski, Jill M. - Franklin
Parker, Joel M. - LaFollette
Pastors, Maureen A. - Steuben
Patterson, Jane M. - Fritsche
Patton, Tresha L. - Fernwood
Paul, Joseph F. - Golda Meir
Pawlak, Vera M. - Forest Home
Pechauer, Catherine A. - Sholes
Pera, Lois E. - Fulton

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Peterson, Jeralynn - Clemens
Pinkham, Connie E. - Franklin
Plautz, Philip A. - Craig
Posley, Keith P. - Franklin
Powers, Margaret A. - Palmer
Pozorski, Tanya M. - Sholes
Prasad, Kirti - Bryant
Pribyl, Sheila M. - Keefe
Prodehl, Richard H. - Edison
Propsom, Cheryl L. - 27th Street
Purpora, Nancy L. - Sholes
Quigley, Maggie - Wheatley
Quillin, Michelle - 78th Street
Ragonese-Martin, Tina M. - Cass
Rahn, Paula J. - Webster
Reed, Diane - Hamilton
Reedy, Michael G. - Roosevelt
Reesman, Lynn A. - Burroughs
Regan, Diane M. - Hayes
Reinke, Robbie L. - Fernwood
Rendel, Debra J. - Bell
Riebesehl, Jr. Dale M. - Lee
Rivera, Carmen A. - Edison
Rivera, Maria A. - Lincoln Middle
Robbins, Lisa G. - Thurston Woods
Robertson, Scott S. - Neeskara
Rodabaugh, Heather L. - Wright
Rodriguez, Elizabeth A. - Dr. King
Rodriguez, Margaret A. - EESS Center
Rogers, Celestine L. - Kosciuszko
Ross, Edward - Burroughs
Rost, Ronald A. - Parkman
Rowley, Wendy E. - Maple Tree
Ruiz, Gregory D. - South Division
Runnoe, Melinda - Burbank
Rupert, Dorothy S. - Vieau
Rushing, Judieth R. - Garfield
Rutter-Smith, Jean - Gaenslen
Ruzinski-Smith, Mary M. - Steuben
Salamone, Susan R. - Hawley
Sampson, Henry W. - Grant
Samu, Teresa E. - Forest Home
Sanchez, Teresa - South Division
Sathe, Jeff, - Scott
Sayavong, James B. - Wisconsin Avenue
Scaffidi, Jason T. - Sholes
Schacht, Darren V. - Lee
Scharf, Colleen M. - Lee
Schmidt, Dawn - Siefert
Schneider, Elaine C. - Hawthorne
Schroeder, Jay B. - Bay View
Schultz, Kathy Rose - Waldorf
Schulz, Jenny R. - Burbank
Schwarzenberger, Eric A. - Zablocki
Schweinert, Margaret A. - Bryant
Scudder, Jacquelyn J. - Hamilton
Segalla, Randy J. - Scott
Sem, Barbara A. - Morgandale
Sharpe, Ju1ie L . - Dr. King
Shed, Sandra G. - Goodrich
Shepherd, Claire L. - North Division
Shinners, Gerald J. - Morse
Short, Catherine I. - 35th Street
Shultis, Susan J. - Bell
Silbernagel, Thomas - Milwaukee H.S. of the Arts
Skaleski, Megan S. - Gaenslen
Skonecki, David R. - Burdick
Sliwinski, Ei1een R. - Burdick
Smith, Karen E. - Pierce
Smith, Wendell J. - 27th Street
Sojkowski, Paul D. - Edison
Spoerk, Lucille R. - Milwaukee French Immersion
Staral, Margaret A. - Bruce
Staude, Lisa A. - Audubon
Stauffer, Mary K. - LaFollette
Steebs, Scott H. - Lloyd
Stemper, Joanne F. - Curriculum and Instruction
Stoffel, Deborah S. - Victory
Stoker, Linda J. - Fernwood
Stokman, Cynthia - Fritsche
Studer, Kathleen R. - 27th Street
Suderland, Elizabeth M. - Hampton
Sullivan, Colleen B. - Hamilton
Suprise, Karina L. - Fernwood

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Swick, April M. - Clement
Sylvester, James D. - Multilingual/ Multicultural
Talcott, Karl R. - Audubon
Tambellini, Paulette H. - Palmer
Taylor-Evans, Michele - MacDowell
Thao, Koua F. - EESS Center
Thomas, John P. - Walker
Thomas, Roger A. - Bilingual Education
Thomas, Susan L. - Auer
Thomas-Diedrich, Karen - Story
Thompsen, Michelle G. - Hartford
Thompson, John K. - Fritsche
Thornton, Terri J. - Alcott
Tillman, Tracy L. - Alcott
Tompkins, Steven R. - Edison
Treffert, Lynn M. - Bell
Triulzi, Renee - Custer
Turner, Caryl L. - Madison
Tyshynsky, Ulana - Hartford
Ullmann, Nancy - Bryant
Van Atta, Katherine - Hampton
Vance, Jessie A. - 81st Street
Vandwalle, Elizabeth - EESS Center
Vang, Nou S. - Milwaukee Tech
Vargas, Romina H. - Milwaukee Spanish Immersion
Vartanian, Ashod - Gaenslen
Vavra, Jane L. - Granville
Vian, Janet M. - Kosciuszko
Vinson, Dollie M. - Palmer
Vogel, Elizabeth - 81st Street
Vujasinovic, Tania - Pierce
Wagner, John D. - Parkman
Wahlstrom, Pamela - Lancaster
Waldera, Peggy A. - Bryant
Walker, Adam B. - Craig
Walker, Denise M. - Story
Walkner, Douglas J. - Milwaukee Tech
Walsh, Carol L. - Sholes
Walsh, Joseph R. - Riverside
Wargin, Mary M. - Bryant
Warltier, Betty L. - EESS Center
Washington, Robert L. - 53rd Street
Watson, Richard L. - Lavarnway Boys Club
Weber, Ellen E. - Manitoba
Weissman, Michele A. - Clemens
Wellmuth, Jacqueline - Trowbridge
Werking, Meg - Muir
Whalen, Leslie A. - Webster
White, Laura J. - Longfellow
Wielebski, Michelle G. - Custer
Wiggins, Bernice - Curtin
Wilkinson, Patricia A. - Multilingual/ Multicultural
Willis, Tracy Ann - Webster
Winfield, Mary P. - 31st Street
Winter, Christine - Wheatley
Winterkorn, Lisa - Elm Creative Arts
Wirsching, Susan E. - Milwaukee Spanish Immersion
Wiskerchen, Lori A. - 37th Street
Wisniewski, James A. - Cass
Wittig, Jane E. - 27th Street
Wolak, Gregory G. - EESS Center
Wolf, Jennifer L. - Marshall
Wolf, Timothy W. - Day-to-Day
Wolters, Ginet - Day-to-Day
Wroblewski, Amy - Bay View
Wuenstel, Michelle K. - Longfellow
Xiong, William J. - Guidance
Yule, Mary Beth - Gaenslen
Zaffiro, Debra M. - Milwaukee Spanish Immersion
Zager, Mark R. - Audubon
Zaks, Judith - Sherman
Zastrow, Valerie M. - Hopkins
Zbichorski, Joseph B. - Grand
Zerger, Judith L. - Wheatley
Zimney, Michelle M. - 95th Street

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Baldewicz, Merrie L. - EESS Center
Beitzel, Nancy E. - Story
Burns, Amy L. - Garfield
Campbell, Tongenell L. - Parkview
Carter, Geoffrey M. - EESS Center
Childs, Gary - Community Recreation and Education Services
Damask, Cynthia - Pierce
Draxler, Jaclyn A. - Project Stay
Drobnik, John H. - Phoenix Alternative Programs
Dulmes, David J. - Lee
Edwards, Felicia - Parkman
Edwards, Terina G. - Garden Homes
Fahser, Danielle C. - Grant
Farrell, Anne M. - Garden Homes
Fischer, Susan - Bruce
Fleming, Amy L. - EESS Center
Fogel, Brenda K. - Marshall
Freeman, Mary A. - Congress
Garrison, Eugene G. - Forest Home
Gianos, Amy S. - Morgandale
Greb, William H. - Marshall
Gulbronson, Cynthia A. - Riley
Hamilton, Robert A. - Hayes
Harsch, Jacqueline L. - Audubon
Hart, Curtis M. - Fairview
Heck, Sally B. - EESS Center
Heilman, Victoria A. - Wheatley
Herbst, Denis J. - Browning
Hernandez, Elvia - Vieau
Jensen, Linda R. - Philipp
Kenitzer, Jane L. - EESS Center
Kerznar, Gayle E. - Lincoln Middle
Klemp, Amy N. - EESS Center
Kluge, Beverly F. - Longfellow
Korsi, James E. - Parkman
Kraus, Nina E. - Day-to-Day
Lane, Ray U. - Bay View
Lisowski, Rochelle S. - Bell
Locklear, Bettye L. - Morse
Lopez, Maria T. - 27th Street
Lozada, Elias A. - Hamilton
Lozada, Talitha S. - Allen Field
Lydolph, Andrew H. - Kosciuszko
Manke, Rebecca L. - Bell
Maynard, Maryann - Kilbourn
Meyer, Jill B. - Burbank
Michaels, Rebecca L. - Green Bay
Molter, Jeffrey W. - EESS Center
Omdahl, Lorraine J. - EESS Center
Palacio, Yvonne M. - Madison
Pearson, Elizabeth A. - Townsend
Prichard, Marie A. - Engleburg
Radmanovic, Marko - Burdick
Railsback, Janet N. - Carleton
Reiter, Marcia L. - Roosevelt
Rezash, Julie A. - Whitman
Rodriguez, Maria S. - Palmer
Ruiz, Jacqueline E. - Day-to-Day
Savage, Michelle A. - Roosevelt
Schauer, Joseph M. - Custer
Schuenke, Gayle R. - Pulaski
Schultz, Gloria M. - Allen-Field
Seisdedos, Dorcas R. - Holmes
Sell, Carolyn A. - Bruce
Simonson, Kriste L. - EESS Center
Stoll, Mary M. - Grant
Sumner, Joan K. - Webster
Thomas, Michele - Webster
Volez, Sally - Keefe
Wanta, Karen A. - Trowbridge
West, Thomas D. - Day-to-Day
Williamson, Joanne M. - Trowbridge
Witzke, Lisa T. - Victory
Xiong, Chris - Story

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

ASSISTANT PRINCIPALS
(Completing One Semester)

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

ASSISTANT PRINCIPALS
(Completing One Semester)

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
Rosalyn McGray
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

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing Two Semesters)

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

ASSISTANT PRINCIPALS
(Completing Two Semesters)

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

PRINCIPALS
(Completing Three 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

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Winnifred L. Aitch
Rose M. Carr
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
Gayle J. Schmitz
Paul Shebesta
Mark A. Silverstein
Cathy B. Simpson
Peggie J. Swift
Ella J. Washington
Deborah K. Wheeler

PRINCIPALS
(Completing Four Semesters)

ASSISTANT PRINCIPALS
(Completing Four Semesters)

Nancy Conner
Joseph Nemoir
Phyllis K. Spence

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing Five Semesters)

Deborah Bent
William Brown
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 Five 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
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

PRINCIPALS
(Completing Six Semesters)

Susan K. Buss
Harry Oden

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Jerome L. Hamm
Hillary R. Mayes

SUPPORT STAFF

(Completing One Semester)

Karen Salzbrenner

(Completing Four Semesters)

Roger Dobrick
Leon Ivory
Gail Sanders

(Completing Two Semesters)

(Completing Five Semesters)

Joanne M. Colombo-Hughes
Jody A. Jedlicka

(Completing Three Semesters)

James Gother

(Completing Six Semesters)

Dorothy J. Placide

* * * * *

(ITEM 5) Your Committee reports having received the following informational report on the non-renewal of probationary personnel from the Superintendent:

> Pursuant to both state statute and the Rules of the Milwaukee Board of School Directors, the appointment of any probationary employee shall be effected only upon nomination by the Superintendent. This Board has also interpreted its own rules to require that the act of nonreappointment by the Superintendent of a probationary employee, serves to terminate that probabionary employee's employment in the district from his/her present position with no further action required by the Board.
>
> In accordance with the aforementioned, I am providing the Board, for informational purposes only, the name of the probationary employee I did not nominate for reappointment:
>
> Coy W. Davis Jr.

* * * * *

(ITEM 6) 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, 1993:

Lori Flood	Zablocki	October 26, 1992

Personal Leave, to January, 1994:

Bette Sasse	Exceptional Education	January 15, 1993
John Girouard	Sarah Scott	January 25, 1993
Manfred Woch	Pulaski	January 25, 1993

Sabbatical Leave, to June, 1993:

Therese Meurer	On Leave	January, 1993

Sabbatical Leave, to June, 1994:

Bonnie Banaszak	South Division	Fall, 1993
Ann Fitzgerald	Lee	Fall, 1993
Pamela Lucas	South Division	Fall, 1993
Kevin Rozman	Roosevelt	Fall, 1993
Chris Smith	Gaenslen	Fall, 1993

Extension of Maternity, to January, 1994:

Susan Johnson	On Leave	January, 1993

Extension of Personal, to June, 1993:

Margaret Rodriguez	On Leave	January, 1993

CURTAILMENT OF LEAVE

Mary Moffett	—Was granted a Sabbatical Leave from August, 1992 to June, 1993. Curtailed as of January 22, 1993.

* * * * *

(ITEM 7) 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
Donald G. Braun	Principal	12-18-92
Ismael T. Ferreira	Teacher	12-18-92
Francisco T. Gaytan	Teacher	12-02-92
Maxine O. Gilmore	Teacher	10-23-92
Roby H. Jackson	Teacher	12-18-92
Deborah Mahloch-Dempsey	Teacher	12-18-92
Kay L. Moritz	Teacher	12-17-92
Joyce I. Roberts	Teacher	11-27-92
Abdullah A. Sujud	Teacher	11-23-92

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

Effective 1991-1992, the School Board created the Department of Financial Services which consolidated the Accounting offices and Budget office into one department. At that time, a position of Director of Financial Services was created and the Director of Accounting position, which served as a controller over the accounting functions, was eliminated. In 1991-1992, the Director of Financial Services managed four divisions (budget, general accounting, school accounting, payroll / financial information management) with a total of 48 staff.

Effective July 1, 1992, the School Board approved the transfer of the Department of Information and Technology Services from the Secretary-Business Manager to the Department of Finance. This increased the responsibilities of the Director to five divisions and 94 staff.

The Finance Director has identified many important special projects which need to be conducted. These projects will streamline administrative procedures, provide greater security over financial resources and data and enhance resource planning and analysis. As an example, the following projects need development and implementation:

- District comprehensive strategic plan for instructional and administrative technology;
- Organizational and staffing reviews;
- Budget initiatives;
- Policies to prioritize District data processing projects;
- Project management tools within applications development;
- Financial policies such as appropriation fund transfers and expenditure controls;
- Process to link approved data processing projects to the budget;
- Enhanced financial reporting tools for managers;
- Disaster recovery plan;
- Management letter recommendations by the financial and internal auditors; and
- Understandable financial reports for the School Board.

Due to the increased operational responsibilities of the Finance Director as well as the lack of time and technical expertise within the Department, many of these projects are not being completed on a timely basis.

As a result, the Finance Director requests the creation of a position of Assistant Director of Finance. A position description has been attached to the minutes of your Committee's meeting of January 11, 1993. The primary responsibility of this position will be to provide financial and

project management leadership for large, special projects / initiatives that (1) cross division lines

within the department, (2) cannot be accomplished by the manager of a particular function due to time constraints or other priorities or (3) require special skills or knowledge.

This position will provide the additional technical expertise / knowledge, time and focus that is needed to develop and implement large projects on a timely basis, ensure that high quality work is being performed and react more quickly to School Board requests for information.

The Department of Human Resources has tentatively determined that the salary of the Assistant Director of Finance should be established at range 12, subject to the review of the Compensation Administration Committee.

To fund this position, the position of Technical Systems Services Manager, which is currently vacant, within the Division of Information and Technology Services will be abolished. The salary range for this position is established at a range 10. This management position has three direct reports: Information Processing, Systems Programming Resources and Communications Network Resources. These functions will report directly to the Director of Information and Technology Services.

Board Rule 2.31 gives the Personnel and Negotiations Committee the "authority to allocate appropriated funds for new and vacant positions."

Your Committee recommends that approval be given create a position of Assistant Director of Finance within the Department of Finance; to eliminate the position of Technical Systems Services Manager within the Department of Finance, Division of Information & Technology Services; and to transfer $21,600 from the Finance Department, Division of Information and Technology Services salary accounts to the Finance Department, Director's Office salary accounts to provide funding, effective March 1, 1993, for the Assistant Director of Finance.

* * * * *

(ITEM 9) 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 1992/93

Districts with Five Year Goals:

District	1992-1993 Settlement Agreement Goal	1992-1993 Seats Made Available Per contract
Whitnall	255	255

Districts with Annual Goals:

District	1992-1993 Goal	1992-1993 Seats Made Available Per Contract
Maple Dale-Indian Hill	58	81

Districts to Annually Contract Goals:

District	1992-1993 Goal	1992-1993 Seats Made Available Per Contract
Mequon-Thiensville	245	245

Your Committee recommends that the 1992-1993 Chapter 220 interdistrict pupil transfer agreements for the school districts of Whitnall, Maple Dale-Indian Hill, and Mequon-Thiensville be approved.

* * * * *

(ITEM 10) The Secretary-Business Manager advised your Committee that:

At its meeting on December 21, 1992 (Proc., p. 441), the Board referred a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades to the Personnel and Negotiations Committee. A copy of the communication has been attached to the minutes of your Committee's meeting of January 11, 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).

A five year historical overview of the percent increases for each job classification was provided your Committee and accordingly incorporated into the January 11, 1993, minutes of your Committee's meeting. It also identifies which items affect MPS personnel.

A breakdown by ethnic origin of the prevailing wage personnel employed by the Department of Facilities and Maintenance Services was also received by your Committee and made part of the January 11, 1993, Committee minutes.

Your Committee recommends that the statutory requirement of the Board under 66.293 of the statutes to pay the prevailing wage rate on contracts be reaffirmed and that the changes in prevailing wages for MPS trade employees be held at Committee level pending the outcome of further negotiations with all other bargaining units.

* * * * *

(ITEM 12) 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 January 11, 1993.

A. Report on the Criteria for Filling Vacant Positions.
B. Affirmative Action Report for December 1992.

* * * * *

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

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

Noes—None.

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 Bills, Lucey, O'Connell, O'Neil, Sinicki, Small and President Mitchell—7.

Noes—None.

Temporarily absent—Director Johnson—1.

Item 8 of the report, relating to the creation of a position of assistant director of finance, having been set aside for separate consideration, Director Bills moved to adopt the report.

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

Ayes—Directors Johnson, Lucey, O'Connell and President Mitchell—4.

Noes—Directors Bills, O'Neil, Sinicki and Small—4.

Director Bills requested permission to change her vote from "no" to "aye."

There being no objection, the request was granted.

Director Johnson requested permission to change his vote from "aye" to "no."

There being no objection, the request was granted.

Director Lucey moved to create the position effective April 1, 1993.

The motion was ruled out of order by the Chair.

The Board recessed from 10:10 PM to 10:20 PM.

Director Small moved to reconsider the action regarding the position of assistant director of finance.

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

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

Noes—Director Johnson—1.

Director Small moved to approve the creation of the position contingent upon a budget analyst being created for the Board in this year's budget.

The motion was ruled out of order by the chair.

Director O'Connell moved to adopt the report.

Director Bills moved to amend the report to provide for authorization for the position with a sunset provision after this budget for reconsideration of the position.

Director Small moved a substitute, that the matter be held at the Board level until the superintendent brings back his organization plan regarding the business department.

Director O'Connell called for the question.

There being no objection to putting the matter to a vote, the substitute motion prevailed, the vote being as follows:

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

Noes—Directors Lucey, O'Connell and President Mitchell—3.

Item 9 of the report relating to Interdistrict Transfer Agreements, having been set aside for separate consideration, Director Lucey moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

* * * * *

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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) The Secretary-Business Manager advised your Committee that:

Pursuant to action taken by the Board of School Directors and the Common Council (Proc., 8-4-70, pp. 54-55; 4-5-71, pp. 791-792; 6-30-71, pp. 945-946) the Department of City Development reviews all relocation claims filed against the Board by persons who were displaced from premises acquired for school sites and makes recommendations to the Board concerning payment.

Ms. Kirsten Nyrop, Commissioner, Department of City Development, recommends payment of the following claim filed against the Board of School Directors by the person displaced from the premises which was acquired for the Sarah Scott Middle School:

Benjamin H. Enlow, Jr.- Site Address: 1200-04 West State Street

Rent loss claim	. . . . .	$16,398
Total	. . . . .	$16,398

Your Committee recommends that the claim be paid.

* * * * *

(ITEM 2) Your Committee recommends that the proposal 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:

GRAPHIC ARTS RENOVATION WORK—MARSHALL HIGH SCHOOL

Contract 1—General Construction
Reichl Construction , Inc., low bidder, base bid of $82,600 minus $15,500 for mandatory alternate bid 1 to eliminate all new casework/cabinetry $67,100.00

Contract 2—Electrical Work
Roman Electric Co., Inc. low bidder, base bid of $28,780.00

ROOFING WORK—AUDUBON MIDDLE SCHOOL

Specialty Associates, Inc. low bidder, base bid of $194,052 minus $48,479 for mandatory alternate bid 1 to eliminate all roofing work for roof section A1 ..... $145,573.00

* * * * *

(ITEM 3) 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 third 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, and
Zablocki Elementary School.

In the next two-year cycle, teams of teachers from nine new 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, and
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 1, 1993, all project participants will engage in a summative assessment of the progress made during their initial 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 and the Seattle Public Schools. Core teams of teachers trained during the past two years have provided inservice to their school staffs. Several teachers who were trained in the NUA models are offering a staff development workshop this spring on reading/writing activities entitled, *Lessons that Fly.* 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 $54,000 with the National Urban Alliance for Effective Education (Teachers' College, Columbia University, with principal offices at 525 West 120th Street, New York, New York 10027).

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

At its meeting on February 12, 1992, the Milwaukee Public Schools Board of School Directors instructed the administration to conduct an evaluation of the Partnership schools. The evaluation of 11 partnership schools was completed and was reported to the Board at the October, 1992 meeting. In addition separate individual reports on five partnerships of the eleven schools reviewed were completed.

Board members have stated an interest in the completion of the evaluation process to include all the remaining partnership schools as well as all MPS alternative schools.

Funds budgeted in the Alternative Schools budget for positions that have gone unfilled, unencumbered categorical funds, and in the Research Department budget for consultant services could be used to complete the individual partnership school reports and continue with a second phase evaluation of all remaining alternative schools.

A contract to perform the original evaluation of the partnership schools was given to Mr. Tony Baez. He has available the data needed to complete the remaining individual school reports and is already familiar with the qualitative methodology and data gathering tools employed in the first report.

Your Committee recommends that: 1) $23,937 be transferred from the Alternative Department budget salary account to the contracted services account, and $10,000 be transferred from the Research Department Consultant Services account to the Alternative program account to fund the completion of the six individual reports remaining from the first evaluation and the continuation of the evaluation to include all MPS and Partnership school programs not reviewed in the first evaluation and 2) a contract not to exceed $56,000 be granted to the Center for Urban Community Development of the University of Wisconsin-Milwaukee/Mr. Tony Baez: an amount of $6,000 to complete the six individual reports remaining from the first evaluation and an amount of $50,000 to conduct a performance review evaluation of all MPS and Partnership school programs not included in the first evaluation.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

In October 1992, a working group of Principals and Central Office administrators was assembled to come up with recommendations that would address school safety problems. One of the recommendations was to develop a Middle School Based Behavior Modification Alternative

School as a demonstration pilot site. The school would be designed to encourage maximum ownership for

pupils and direct school involvement in the assignment of pupils to a community based alternative Partnership school.

Funds budgeted in the Alternative Schools budget for contracted programs would be used to fund an alternative school program for 60 students in grades 6-12. Thirty of the students would be enrolled in the Middle School Based Behavior Modification Alternative School and an additional 30 students would participate in an alternative program for at-risk students in grades 9-12.

The Department of Alternative Programs is in need of additional seats to house High School At-Risk students and for the implementation of a special chronic disrupters program for middle school students.

The award of a contract by the Board would be contingent on withdrawal of any previous notice of claim made by SER-Jobs for Progress, Inc. against the Milwaukee Public Schools, and based upon the following monetary computation:

$149,340	For 1/2 school year: 60 x $4,978 /2 for 60 middle or high school students;
- 19,000	minus $38,000/2 for one (1) MPS teacher (1/2 school year);
l30,340	Net Due
- 26,068	minus amount advanced to SER-Jobs for Progress, Inc. in an earlier contract (July, 1992) that was terminated due to the lack of an occupancy permit
$104,272	

The Superintendent recommended that a contract not to exceed $104,272 be granted to SER-Jobs for Progress, Inc. to operate an alternative school program for a total of 60 students, 30 in grades 6-8, and 30 students in grades 9-12.

Your Committee recommends that this item be forwarded to the Board out of Committee without recommendation, pending receipt of additional information requested from the administration.

* * * * *

(ITEM 6) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchases, based upon proposals received pursuant to advertisement and specifications on file:

Intercom systems for 13 Elementary Schools:
Cremer Engineering Co., low bidder meeting specifications $87,761.00

Jostens Learning Computer Lab for Longfellow School
Apple Computer, low bidder $34,826.60

Your Committee recommends that the Business Department be, and hereby is, authorized to make the following sole source purchases:

Jostens Learning Computer Lab for Longfellow School
Jostens Learning, sole source purchase $52,767.00

Macintosh Computer Lab for O. W. Holmes School
Apple Computer, sole source purchase $32,783.00

* * * * *

(ITEM 7) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Audubon	Avery Goodrich	$980	Avery Goodrich Humanitarian Award
Browning	Browning Parents' Club	1,085	Laminator
Clarke Street	Master Lock Company	594	African American cultural materials
	School fund	463	African American cultural materials
	Eaton Corporation	270	African American cultural materials
	Findley Adhesives, Inc.	200	Soccer goals
	Dr. Donald Ruch	250	Special science books
	Margaret Ruch	250	filed trips
	G. E. Medical Systems	1,000	Science programs
Cooper	Therese Heimann	40	School fund
Garfield	Wis. Energy Corp. Found.	500	Equipment/materials for science and math classes
Garland	Garland PTA	189	Salt spreader
Hawthorne	School fund	2,134	Student incentives, field trips, programs
Kluge	Wis. Energy Corp. Found.	$,000	Equipment/materials for science resource center
Lady Pitts	Kiwanis of Menomonee Falls	160	Award luncheon
	Harnischfeger Industries, Inc.	500	Student incentives
	Miller Brewing company	500	Student incentives
	Journal Communications	100	Student incentives
	Motor Casting Company	100	Student incentives
MPS	Carol Ann Wunderer	92	Special Olympics
	OLS Home and School	50	Special Olympics
Sixty-fifth Street	Miles S. Capron	100	RIF
Tippecanoe	Tippecanoe PTO	800	Field trips and supplies
Townsend	Robert T. Johnson	329	Disk drive
Whittier	Whittier PTO	748	Camcorder, 35mm camera and tripod
Wright	Anonymous	20,000	Homework Hotline system
	The Gardner Foundation	1,000	Homework hotline
TOTAL		$33,434	

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 8) The Superintendent advised your Committee that:

At its meeting on December 21, 1992 (Proc., p. 441), the Board referred a Communication from the Milwaukee City Council of PTA/PTSAs to the Finance and Facilities Committee. The Communication, a copy of which has been attached to the minutes of your Committee's meeting of January 14, 1993, requests that the Board Give Public Hearing and Consideration to their Resolution regarding the Common School Fund Monies.

The Director of Finance has reviewed the letter and resolution from the Milwaukee City Council of PTA PTSAs Inc. regarding the Common School Fund. The Council is requesting that the District distribute the Common School Fund monies on a per pupil basis and that the

administration provide information to school administrators on the proper use of the Common School Fund.

Last summer, the Director of Finance became aware of the issues surrounding the Common School Fund monies, which are appropriated by the State for library expenditures, and performed a very preliminary and high level review of those issues.

Currently, the Common School Fund monies are recorded as a General Fund revenue. Within each school's account code structure, there are codes which designate library expenditures. During the year, schools charge appropriate library expenditures to these account codes. In 1991-1992, schools spent $2.3 million on library expenditures. The State Aid that was received in 1991-1992 was $1.9 million. From the information received from the Wisconsin Department of Public Instruction, it appears as though the funding for Library Aid will increase only minimally in 1992-1993 to $2 million.

The request by the Council to allocate the Common School Fund on a per pupil basis raises an important, but larger issue of how the District records and allocates all revenues. Currently, no revenue is allocated back to schools / departments even if that revenue was earned as a direct result of an activity performed by that school / department. As a result, there is no direct responsibility or incentive for earning revenues.

In order to fully understand the impact of and develop a policy on revenue recognition, it will be important to study all revenues, not just the Common School Fund. This will be a significant undertaking and could not be accomplished until next year, at the earliest.

The Common School Fund resolution states that "principals consulted in the past year indicated that they had no knowledge of state funds specifically earmarked for school libraries." Because of concerns that were raised, greater emphasis has been placed on the accurate recording of library expenditures. At the financial management seminars that were held this fall for principals, discussions were held on library expenditures and how these expenditures generate revenue for the District. In addition, Finance Department staff is in the process of developing a section in the School Accounting Manual on the Common School Fund.

We will continue to place emphasis on the Common School Fund monies. In the 1993-1994 budget instructions to principals, we will provide information on the Common School Fund so that informed decisions on the allocation of library expenditures can be made.

Your Committee reports having given hearing to representatives of the Milwaukee City Council of PTA/PTSAs and other interested parties.

Your Committee recommends that this item be forwarded to the Board out of Committee without recommendation pending receipt of additional information from the administration.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

The Milwaukee Spanish Immersion School has reduced its staffing for 1992-1993 by .25 paraprofessional position. This will result in a savings of $6,690 in the school’s salary account.

The school is requesting that this amount be transferred to its additional equipment account. Since the transfer involves a salary account, Board approval is required.

Your Committee recommends that $6,690 be transferred from the salary account to the additional equipment account at the Milwaukee Spanish Immersion School.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

The numbers of identified exceptional education students with learning disabilities has exceeded the enrollment projections. It is necessary, therefore, to add two teachers of students with learning disabilities immediately.

The numbers of early childhood students with exceptional education needs who require services has exceeded the enrollment projections. This requires the immediate addition of two teachers, two paraprofessionals (1.50 FTE) and a handicapped children's assistant (.75 FTE).

The numbers of students with cognitive disabilities has exceeded enrollment projections and/or presented unique supplementary support needs requiring the addition of three teachers and one paraprofessional (.75 FTE).

Your Committee recommends that $167,384 be transferred from the exceptional education program expansion account to the appropriate accounts to address the needed expansions.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

In March 1992, the City retained Wyatt Company, actuary for the Employees Retirement System of the City of Milwaukee (the "Plan"), to study the method used to allocate the Plan's annual contribution among the City and covered City agencies (City of Milwaukee, Milwaukee Board of School Directors ("Board"), MATC, MECCA, Sewerage District, Housing and Redevelopment Authority). The concern expressed by certain agencies was whether or not the current method used to determine each agency's portion of the annual contribution to the Plan was reasonable and equitable.

The method used to allocate Plan contributions is a composite contribution rate applied to each agency's covered payroll. This composite rate assumes that each agency has the same demographics (age, sex, and years of service) and the same experience (mortality, disability, termination, retirement and annual pay increases).

An analysis of each agency's experience revealed differences among the agencies in the rate of disability and rates of retirement which affects the equity of the current composite rate allocation method. In the case of the Board, its mortality, disabilities, retirement rates and salary increase experience was less than 50% of the expected results assumed in the composite rate.

Various allocation methods were reviewed by Wyatt to resolve the reasonableness and equity issues. The study was concluded in December 1992, and has been sent to Board members under separate cover. Wyatt's recommendation is to (a) develop a separate contribution rate for the larger agencies such as the Board using the overall Plan assumptions; and (b) annually perform a calculation of each of the agency's actual "experience" to their contribution with any resulting credit or loss amortized over future annual contributions. It has been recommended that this change take effect with the 1993 contribution which is payable in January, 1994.

A test calculation of the new allocation method was performed using the Board's l992 data and the Plan's new assumptions. The estimated savings to the Board for the first year are $157,183 (i.e. 7.1% reduction). Due to the amortization schedules required for pension plans which spread these types of losses and gains over long periods of time (i.e., 10 - 15 years), comparable savings will be included in the calculations of the Board's future annual contributions. In addition, the savings do not reflect the annual adjustment based on the Board's actual experience as outlined in Item 4(b).

Your Committee recommends that the Board accept the recommended allocation method and grant authority to the Superintendent or his designee to vote approval of the recommended allocation method at the City's next Pension Apportionment Study Committee meeting.

* * * * *

(ITEM 12) 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 January 14, 1993:

A. Progress Report on the Capital Improvement Program.

B. Statement of Operating Revenues:

The Superintendent submitted the following Statement of Operating Revenues for the month ending December 31, 1992, 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	$7,447,342	$569,908,428	$115,236,515	$454,671,913	20.2%
Categorically Aided	48,799,303	6,754,149	55,553,452	13,979,978	41,573,474	25.2%
School Nutrition	23,083,231	128,511	23,211,742	9,208,611	14,003,131	39.7%
Construction	22,800,000	5,000,070	27,800,070	78,062	27,722,008	0.3%
Extension	6,266,245	47,958	6,314,203	444,399	5,869,804	7.0%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses as of December 31, 1992, 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	$7,447,342	$569,908,428	$225,004,619	$344,903,809	39.5%
Categorically Aided	48,799,303	6,754,149	55,553,452	19,264,164	36,289,288	34.7%
School Nutrition	23,083,231	128,511	23,211,742	9,986,314	13,225,428	43.0%
Construction	22,800,000	5,000,070	27,800,070	7,530,469	20,269,601	27.1%
Extension	6,266,245	47,958	6,314,203	2,816,078	3,498,125	44.6%

(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 December 31, 1992, and payrolls through December 18, 1992.

D. Expenditure Control Report.

E. Report on the Refinancing of Bonds for the Milwaukee Education Center-Grand Avenue Middle School Lease.
F. Quarterly Report on Professional Services.

* * * * *

Separate consideration having been requested for Items 1, 4, 5, 8 and 11, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of the report, relating to the payment of a relocation claim, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Connell, O'Neil, Sinicki, and President Mitchell—6.

Noes—Director Johnson—1.

Temporarily absent—Director Small—1.

Item 4 of the report, relating to an award of contract for the evaluation of alternative schools, having been set aside for separate consideration, the chair ruled that the superintendent's communication was also before the Board for consideration.

Director Lucey moved that the matter be held at Board level as requested by the superintendent.

Director Bills moved to amend the motion to direct the administration to find the money for this contract by the next special meeting of the Board scheduled for February 3, 1993.

The amendment prevailed, the vote being as follows:

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

Noes—None.

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

Ayes—8; Noes—0.

Item 5 of the report, relating to the award of a contract to SER-Jobs for Progress for an alternative school, having been set aside for separate consideration, the chair ruled that the superintendent’s communication was also before the Board for consideration.

Director Small moved that the matter be held at Board level as requested by the superintendent.

Director Bills moved a substitute, that the item be placed on file.

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

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

Noes—Directors Lucey, O'Connell, O'Neil and President Mitchell—4.

The question being on the motion to hold the matter at the Board level, the motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of the report, relating to the use of Common School Fund monies, having been set aside for separate consideration, Director Sinicki moved that the Board implement the following resolution:

> Resolved, that the Milwaukee City Council of PTA/PTSA request the Milwaukee School Board to ensure that the common school funds monies are distributed equitably on a per pupil basis to each school in the district in addition to the normal operating budget and earmarked for use as the state statutes direct beginning in the 1993-94 budget; and be it
>
> further resolved, that the Milwaukee City Council of PTA/PTSA requests that the Board of School Directors ask the administration to make building level administrators aware of the proper use of common school fund monies as one part of the total budgetary allocation necessary to effectively fund a school library media center.

Director Bills moved to amend the motion by changing the words 1993-1994 budget to 1994-1995 budget.

The motion failed for lack of a second.

The question being on implementation of the resolution, the motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Sinicki, Small and President Mitchell—5.

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

Item 11 of the report, relating to the proposed allocation method for the contribution to the employees retirement system of the City of Milwaukee, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors O'Connell and Small—2.

* * * * *

SPECIAL COMMITTEES

The Acting Assistant Secretary-Business Manager presented eleven expulsion orders of the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of January 4, 1993, at 10:00 AM; January 4, 1993, at 11:30 AM; January 5, 1993, at 9:00 AM; January 11, 1993, at 9:30 AM; January 12, 1993, at 2:00 PM; January 12, 1993, at 3:00 PM; January 18, 1993, at 3:00 PM; January 19, 1993, at 2:00 PM; January 19, 1993, at 3:30 PM; January 20, 1993, at 9:00 AM; and January 25, 1993, at 11:00 AM.

The motion prevailed, the vote being as follows:

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

Noes—None.

RESOLUTIONS

By Director Bills:

WHEREAS, Program assessment and evaluation are an integral part of the educational process; and

WHEREAS, At a time when resources available to the district are becoming scarcer, it is essential for the Board to know which programs provide the most return per dollar spent; and

WHEREAS, Program administrators need to be held accountable for educational results; now, therefore, be it

RESOLVED, That all current programs have a sunset provision, with one-third of the programs to be evaluated in each of the next three years; and

FURTHER RESOLVED, That program administrators define all current programs and the criteria that will be used to evaluate these programs; and be it

FURTHER RESOLVED, That it be a policy of the Board that all new programs have sunset and evaluation provisions incorporated within them at the time of their adoption.

Referred to the Committee on Instruction and Community Relations.

By Director Bills:

WHEREAS, In order to make critical budget decisions, information about the effectiveness of programs is necessary; and

WHEREAS, In order to obtain and use this information, it is necessary to have a strong and efficient department of educational research and program assessment; and

WHEREAS, If the Board intends to rely on assessments made by this department, it is necessary for the Board to be confident of the department's expertise; now, therefore, be it

RESOLVED, That the Office of Internal Audit conduct an audit of the Office of Educational Research and Program Assessment.

Referred to the Committee on Instruction and Community Relations.

By Director Bills:

WHEREAS, Wisconsin Statute 119.16 (1) states, "The Board and the superintendent of schools shall identify broad yearly objectives and assess priorities for education in the district," and

WHEREAS, Wisconsin Statute 119.16 (8) further requires the Board to adopt an annual budget; and

WHEREAS, Wisconsin Statute 119.18 (1) requires the Board to govern the district through the development and adoption of district rules and policies to govern the district; and

WHEREAS, The Board is responsible to appoint and evaluate the district's superintendent; and

WHEREAS, Objective program evaluation and information are critical to the Board's ability to be successful in their responsibilities; and

WHEREAS, Inconsistent, incomplete, non-objective program evaluations and information provided the Board in the past has contributed to the perception that the Board micro-manages the district; therefore, be it

RESOLVED, That the district establish an educational audit function to conduct audits of educational programs and functions; and be it

FURTHER RESOLVED, That the educational audit office report directly to the Milwaukee Board of School Directors.

Referred to the Committee on Instruction and Community Relations.

By Director Johnson:

WHEREAS, The Board recently adopted a requirement that all students have one unit of fine arts, effective with the class of 1996; and

WHEREAS, Students attending Milwaukee Trade and Technical High School have fewer electives available to them as a result of the school's unique program; and

WHEREAS, The substance of the fine arts requirement is included in many of Milwaukee Trade and Technical High School's other required courses, such as architectural drafting and drawing; now therefore be it

RESOLVED, That the requirement of one unit of fine arts for graduation be waived for those students attending Milwaukee Trade and Technical High School.

Referred to the Committee on Instruction and Community Relations.

By Director O'Neil:

WHEREAS, The Milwaukee Public Schools are in need of additional classroom space; and

WHEREAS, Some maintenance has been deferred too long; and

WHEREAS, Our Mayor, John Norquist, has offered a plan which would provide for additional classroom space and deferred maintenance; and

WHEREAS, There is a possibility that the MPS facilities bond referendum may not pass; and

WHEREAS, The burden of school taxes on the property taxpayer is constantly increasing; now, therefore, be it

RESOLVED, That this Board meet with the Mayor or his representative to address MPS priorities to meet the needs of our children; and be it

FURTHER RESOLVED, That this Board seriously consider accepting the Mayor's plan or an acceptable compromise.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 10:47 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	342	364		2	567	12	61	57	7		706
K3	463	288		6	440	36	54	188	27		751
PK	104	80		1	120	1	15	45	2		184
K4	2083	1928		29	2091	176	407	1220	88		4011
K5	4320	4004		103	4797	308	891	2082	143		8324
01	4935	4620		108	5766	376	999	2192	114		9555
02	4409	4048		99	5022	328	905	2007	96		8457
03	4119	3952		92	4768	330	837	1962	82		8071
04	4015	3856		70	4639	327	872	1884	79		7871
05	3890	3737		96	4379	289	812	1960	90	1	7627
06	3849	3594		89	4463	263	774	1783	71		7443
07	3787	3609		92	4469	237	763	1761	74		7396
08	3247	3385		80	3967	213	713	1589	70		6632
09	4078	3954		128	4635	204	893	2093	79		8032
10	3288	3314		77	3674	210	680	1892	69		6602
11	2406	2619		63	2566	184	465	1687	60		5025
12	1842	2029		40	1899	145	354	1390	43		3871
13	4	1						5			5
Invalid	1	1					1	1			2
TOTAL	51182	49383		1175	58262	3639	10496	25798	1194	1	100565

Total Active Detached..... 69 (Included above) Total Suburban Transfers—5755
Total Inactive..... 429 (Not included above)

Brown Deer	171	Glendale/River	126	Mequon-Thiensville	213	St. Francis	130
Cudahy	259	Hills	255	New Berlin	107	Wauwatosa	845
Elmbrook	277	Greendale	285	Nicolet	139	West Allis	347
Fox Point	140	Greenfield	69	Oak Creek	273	Whitefish Bay	377
Franklin	391	Hamilton	81	Shorewood	292	Whitnall	258
Germantown	40	Maple Dale-Indian Hills	315	South Milwaukee	365		
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1522	80.5	126.3	5.0	Milwaukee Tech	1755	86.7	137.9	4.0
Custer	1169	70.7	102.6	5.0	North Division	882	62.3	88.2	4.0
Hamilton	1786	85.3	142.0	5.0	Pulaski	1529	67.3	112.6	5.0
Juneau	820	87.0	76.8	3.0	Riverside	1421	86.9	121.9	5.0
King	1184	92.3	84.7	4.0	South Division	1664	78.2	159.3	5.0
Madison	1251	78.3	114.5	5.0	Vincent	1385	76.7	108.1	5.0
Marshall	1150	92.9	109.9	5.0	Washington	1573	81.5	136.6	5.0
MHSA	825	88.9	73.3	3.0	TOTAL	19916	81.3	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	950	87.2	84.2	3.0	Muir	948	87.6	87.0	4.0
Bell	899	84.8	79.7	3.0	Parkman	538	81.4	54.8	3.0
Burroughs	895	87.5	82.3	4.0	Robinson	524	92.1	51.7	2.0
Edison	826	88.0	84.2	3.0	Roosevelt	615	91.4	52.0	3.0
Fritsche	1012	89.7	91.8	4.0	Sarah Scott	647	84.9	61.0	3.0
Fulton	620	78.1	61.1	3.0	Sholes	827	84.5	78.1	3.0
Grand Avenue	619	86.4	66.5	3.0	Steuben	925	90.9	73.0	4.0
Kosciuszko	733	82.7	81.5	4.0	Walker	803	85.4	76.0	3.0
Lincoln	626	83.8	55.5	3.0	Webster	988	87.9	85.2	4.0
Milw.Ed.Center	504	86.8	47.1	3.0	Wright	733	90.4	69.4	3.0
Morse	1208	93.3	85.9	4.0	TOTAL	16440	87.2	1508.0	69.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	378	87.1	24.1	1.0	Humboldt Park	604	92.6	41.4	2.0
Allen Field	1008	90.5	79.9	2.0	Irving	683	87.8	51.7	2.0
Auer	626	88.5	63.4	2.0	Kagel	382	92.3	42.9	1.0
Barton	585	90.3	37.0	2.0	Keefe Av.	630	88.4	65.4	2.0
Brown Street	528	90.2	70.6	2.0	Kilbourn	412	93.0	40.1	1.0
Browning	421	90.3	38.3	1.0	Kluge	570	88.2	45.2	2.0
Bruce	523	90.2	39.5	2.0	LaFollette	639	87.0	62.4	2.0
Bryant	614	87.9	40.7	2.0	Lancaster	570	98.9	38.4	2.0
Burbank	573	89.0	32.7	2.0	Lee	602	85.6	58.2	2.0
Burdick	494	88.8	46.4	1.0	Lincoln Av.	658	89.4	43.4	2.0
Carleton	470	92.9	33.7	1.0	Lloyd St.	544	92.8	41.2	2.0
Cass	628	88.1	50.5	2.0	Longfellow	639	95.8	44.3	2.0
Clarke	494	89.5	50.6	2.0	Lowell	300	89.8	19.5	1.0
Clemens	437	90.4	33.0	2.0	MacDowell	506	92.2	41.5	2.0
Clement	448	92.4	33.7	1.0	Manitoba	358	93.1	49.9	2.0
Congress	475	90.6	30.5	2.0	Maple Tree	526	94.9	32.4	2.0
Cooper	409	87.0	31.2	1.0	Maryland Av.	348	90.6	27.8	1.0
Curtin	356	92.8	26.4	1.0	McNair	289	91.1	26.7	1.0
Doerfler	668	92.1	33.5	2.0	Meir	245	95.7	19.8	1.0
Douglass	306	93.9	24.9	1.0	Milw.Im.French	380	91.4	28.4	1.0
Dover	613	89.5	53.0	2.0	Milw.Im.German	527	93.1	43.2	2.0
Dr. King	539	90.0	76.0	2.0	Milw.Im.Spanish	519	91.7	38.8	1.0
Eighty-first	464	89.9	29.6	1.0	Mitchell	781	89.9	53.0	2.0
Elm	572	94.2	41.7	1.0	Morgandale	600	93.0	48.7	2.0
Emerson	279	90.7	24.5	2.0	Multilingual	350	90.8	36.3	1.0
Engleburg	494	92.9	39.8	2.0	Neeskara	403	93.7	37.4	1.0
Fairview	533	91.4	54.1	2.0	Ninety-fifth	338	92.1	26.3	1.0
Fernwood	461	88.4	33.9	2.0	Palmer	644	88.3	62.1	2.0
Fifty-third	397	93.1	32.3	1.0	Parkview	411	88.9	30.2	1.0
Forest Home	924	90.0	74.2	2.0	Philipp	345	89.9	29.8	1.0
Franklin	582	93.9	57.8	2.0	Pierce	557	86.8	61.2	2.0
Fratney	371	91.2	42.7	1.0	Riley	660	93.8	47.5	2.0
Gaenslen	709	84.9	86.6	2.0	River Trail	353	90.2	25.5	1.0
Garden Homes	495	88.9	44.4	2.0	Seventy-eighth	558	89.5	44.7	2.0
Garfield	431	93.8	37.8	1.0	Sherman	587	93.9	38.3	2.0
Garland	374	86.7	23.9	1.0	Siefert	599	90.2	54.8	2.0
Goodrich	437	91.7	28.2	2.0	Silver Spring	378	90.2	28.9	1.0
Grant	590	91.0	38.0	2.0	Sixty-fifth	369	92.3	29.7	1.0
Grantosa	638	91.9	49.9	2.0	Starms	388	87.6	37.0	1.0
Granville	420	88.6	32.6	2.0	Story	511	91.2	45.2	2.0
Green Bay Av.	560	89.2	58.2	2.0	Stuart	329	92.5	26.8	1.0
Greenfield	394	93.4	33.1	1.0	Thirty-eighth	566	94.5	37.3	2.0
Hampton	583	89.5	40.7	2.0	Thirty-fifth	335	88.0	23.6	1.0
Happy Hill	503	88.8	31.4	2.0	Thirty-first	485	92.7	38.5	2.0
Hartford	605	95.0	41.6	2.0	Thirty-seventh	518	85.1	49.7	2.0
Hawley	321	90.2	23.3	1.0	Thoreau	711	91.1	52.2	2.0
Hawthorne	341	89.7	24.5	2.0	Thurston Woods	352	87.5	29.6	1.0
Hi-Mount	479	89.5	27.5	1.0	Tippecanoe	244	90.6	18.5	1.0
Holmes	735	86.4	79.4	2.0	Townsend	513	94.3	37.0	1.0
Honey Creek	332	89.9	26.9	1.0	Trowbridge	372	88.3	33.4	1.0
Hopkins	762	88.4	60.0	2.0	Twenty-first	587	89.9	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	654	89.1	57.4	2.0	Whitman	406	89.0	37.0	1.0
Urban Waldorf	305	94.8	28.9	1.0	Whittier	201	94.6	12.3	1.0
Victory	479	93.2	40.5	2.0	Wisconsin Av.	693	91.2	46.7	2.0
Vieau	624	93.1	63.8	2.0	Zablocki	607	89.1	50.0	2.0
Wheatley	723	87.3	61.8	2.0	TOTAL	55846	90.6	4600.6	176.0
OTHER SCHOOLS									
Craig	116	71.3	58.0	1.0	Manitoba Ortho.	130	84.8	.0	.0
Demmer	89	50.4	6.2	.0	Phoenix Alt. HS	130	54.6	10.5	1.0
Hayes	86	67.6	40.0	1.0	Pleasant View	117	77.6	44.0	1.0
Kilmer	280	84.1	20.3	1.0	Sixty-eighth	161	56.2	15.3	1.0
Lady Pitts	181	60.0	33.5	1.0	Stay	103	64.8	9.3	1.0
Lapham Park	88	67.7	16.5	1.0	Commun. Based	1111		33.0	.0
Lavarnway	16	89.2	7.2	1.0	TOTAL	2608	70.0	293.7	10.0
					MPS TOTAL	94810	87.6	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of January 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.	41	1	2202	24	26	0	358	4	934	21	39	0	3600	50	3650
Emotion. Dist.	26	2	1349	47	2	0	116	4	500	26	24	1	2017	80	2097
Autistic	1	0	73	6	1	0	3	1	45	1	2	0	125	8	133
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	35	44	0	0	6	6	12	38	0	1	54	89	143
Physically Hdcp.	3	0	287	55	17	1	64	6	199	41	7	2	577	105	682
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	95	23	19	2	18	6	97	18	10	0	242	49	291
Mentally Ret.	11	3	1343	206	13	10	145	27	361	112	12	4	1885	362	2247
Speech/Language	45	23	2153	1404	55	46	316	243	1114	703	39	43	3722	2462	6184
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	131	29	7537	1809	133	59	1026	297	3262	960	133	51	12222	3205	15427
Ethnic Totals	160		9346		192		1323		4222		184		15427		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 2, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 5:43 PM.

Present—Directors Bills, Johnson, Mallory, O'Neil, Sinicki, Small (5:47) and President Mitchell—7.

Absent and excused—Directors Lucey and O'Connell—2.

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

February 1, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the BOARD OF SCHOOL DIRECTORS will be held at 5:00 PM, TUESDAY, FEBRUARY 2, 1993, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) conducting a work session on the Milwaukee Board of School Directors' operational structure and procedures, including, but not limited to, the Deloitte & Touche study of the Board's operational structure and procedures and the Superintendent's response to it and (2) considering and possibly taking action on the creation of a position of assistant director of finance and reallocation of salary funds for the position.

Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aids.

RONALD J. VAVRIK
Interim Secretary-Business Manager

REVISED MEETING AND PURPOSE

After the Board's worksession on its operational structure and procedures was concluded, the superintendent requested that the Board postpone consideration of the creation of a position of assistant director of finance to a future special meeting.

The being no objection, the request was granted.

The Board adjourned at 6:40 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 3, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 6:27 PM.

Present—Directors Bills, Johnson, Lucey, Mallory, O'Connell, Sinicki and President Mitchell—7.

Absent and excused—Directors O'Neil and Small—2.

February 2, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, February 3, 1993, 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 the Board of School Directors' strategic plan, including, but not limited to, the District's mission, goals and objectives.

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 Lucey moved that the Board adopt the following Mission Statement, Goals and Strategic Objectives.

MISSION STATEMENT

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.

GOALS AND OBJECTIVES 1993 - 1995

1. ***STUDENT ACHIEVEMENT*** -- Student achievement will increase significantly. Students will graduate with the ability to read, write, think critically, and do math at high levels.

   Strategic Objectives:

   - K-12 Teaching and Learning Process-- Students and teachers in all schools will be responsible for reaching teaching and learning goals.

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

- Staff Empowerment -- Employees will share in the district's decision-making process. They will also be recognized and held accountable for student achievement.

- Parent/Community Support and Involvement -- Parents and community will share in the responsibility for achieving MPS' mission, goals, and objectives.

- Technology --Students will use technological resources capably, actively, and responsibly.

- School to Work Transition-- Students at all grade levels will engage in activities to prepare them for work.

- Student Involvement/Empowerment-- Staff will work to enhance student involvement in the educational process.

2. ***EQUITY*** **--** The achievement gap will be closed between minority and non-minority students.

   Strategic Objectives:

   - Increase expectations for achievement of all students.

   - Equalize distribution of financial resources across schools.

   - Equalize access to technological resources.

3. ***FISCAL RESPONSIBILITY*** -- To obtain resources necessary to provide quality education and to use these resources efficiently and effectively.

   Strategic Objectives:

   - In the development of the annual budget, every effort will be made to minimize the tax burden.

   - Aggressively seek additional sources of funding other than the property tax.

   - Develop effectiveness measures so that informed decisions can be made about the allocation of resources for district programs, functions, and operations.

   - Implement technology to more efficiently and effectively streamline administrative functions.

Director Bills moved to amend the equity goal to read 2. ***EQUITY*** **--** The achievement gap will be closed between minority and non-minority students and rich and poor students.

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

Ayes—Directors Bills and Sinicki—2.

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

Director Lucey moved to amend the last two strategic objectives under ***EQUITY*** to read as follows:

- ~~Equalize~~ Provide equitable distribution of financial resources across schools.
- ~~Equalize~~ Provide equitable access to technological resources.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Lucey, Mallory, O'Connell, Sinicki and President Mitchell—7.

Noes—None.

Director Lucey moved to amend the first strategic objective under ***FISCAL RESPONSIBILITY*** to read as follows:

- In the development of the annual budget, every effort will be made to minimize the property tax burden.

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

Ayes—7; Noes—0.

The question being on the adoption of the Mission Statement, Goals and Strategic Objectives as amended, they were adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

The Board adjourned at 6:43 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 3, 1993

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

Present—Directors Bills, Johnson, Lucey, Mallory, O'Connell, Sinicki and President Mitchell—7.

Absent and excused—Directors O'Neil and Small—2.

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

January 29, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School directors will be held at 6:30 PM, Wednesday, February 3, 1993, in Committee Room 103 of the School Administration Building, 52235 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action on the following Awards of Contracts:

1. Award of Contract to develop a Comprehensive Strategic Plan for Technology;
2. Award of Contract for the Evaluation of Alternative Schools (item held at Board level on January 27, 1993 for consideration at a special meeting);
3. Award of Contract to SER-Jobs for Progress, Inc. for an alternative school program (item held at Board level on January 27, 1993 for consideration at a special meeting).

This meeting immediately precedes a meeting of the Budget Committee scheduled for 7:30 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

With respect to the first item on the agenda, Award of Contract to develop a Comprehensive Strategic Plan for Technology, the Superintendent presented the following communication:

February 3, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

In February 1992, a resolution by Director Mitchell was passed by the School Board directing the administration to perform a needs assessment of the District's overall technology requirements and prepare a comprehensive educational and management plan to meet those needs. To perform this assessment, the School Board approved funding within the 1992-93 budget for consultants to assist in the development of a long-range technological strategic plan 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 strategic plan. In December 1992, the School Board adopted these education technology standards.

In December 1992, RFP-0181 requesting proposals for the development of the technology strategic plan was developed and approved by the ETRC. This RFP contained a mandatory requirement of 20% D/M/WBE participation and was distributed to approximately 130 vendors.

Eleven proposals were received. Four firms were eliminated from further consideration as they did not meet the mandatory D/M/WBE requirement. Of the remaining seven vendors, the fees proposed ranged from $120,000 to $250,000 and the proposed average cost per hour ranged from $75 to $245.

The process used to evaluate these proposals was as follows:

a. Eleven (11) ETRC members reviewed and evaluated the written proposals based on specific technical criteria. The evaluators were unanimous in the selection of the three vendors that scored highest.
b. Four (4) ETRC members conducted telephone interviews with the references provided by the three vendors that had high scores.
c. The ETRC conducted interviews with all three firms.

Based on this process, the ETRC voted unanimously on January 26, 1993 to recommend that Andersen Consulting be awarded the contract to perform the strategic plan for technology for Milwaukee Public Schools at a price not to exceed $200,000.

I am therefore recommending that Andersen Consulting be awarded the contract to develop a Comprehensive Strategic Plan for Technology at a cost not to exceed $200,000.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Mallory moved to award the contract to Anderson consulting at a cost not to exceed $200,000.

Director Johnson moved a substitute, to award the contract to KPMG-Peat Marwick.

After discussion, there being no objection, Director Johnson withdrew his substitute.

Director Johnson moved to table the award of contract for two weeks.

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

Ayes—Director Johnson—1.

Noes—Directors Bills, Lucey, Mallory, O'Connell, Sinicki and President Mitchell—6.

Director Mallory moved a substitute, that the contract be awarded to Anderson consulting at a cost not to exceed $200,000, contingent upon Anderson negotiating additional minority business participation levels.

The substitute was adopted, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Sinicki and President Mitchell—5.

Noes—Directors Johnson and Lucey—2.

* * * * *

With respect to the second item on the agenda, Award of Contract for the Evaluation of Alternative Schools, the Superintendent proposed the following amendment to the Committee's original recommendation:

> Your Committee recommends that: 1) ~~$23,937~~ $23,475 be transferred from the Alternative Department budget salary account to the contracted services account, $10,000 be transferred from the Research Department Consultant Services account to the Alternative Program account and $14,000 from Alternative Programs Duplicating to fund the completion of the six individual reports remaining from the first evaluation and the continuation of the evaluation to include all MPS and Partnership school programs not reviewed in the first evaluation and 2) a contract not to exceed $56,000 be granted to the Center for Urban Community Development of the University of Wisconsin-Milwaukee/Mr. Tony Baez: an amount of $6,000 to complete the six individual reports remaining from the first evaluation and an amount of $50,000 to conduct a performance review evaluation of all MPS and Partnership school programs not included in the first evaluation.

Director Sinicki moved to adopt the Committee's recommendations as modified by the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, O'Connell, and Sinicki—5.

Noes—None.

Temporarily absent——Directors Johnson and President Mitchell—2.

* * * * *

With respect to the third item on the agenda, Award of Contract to SER-Jobs for Progress, Inc. for an alternative school program, the Superintendent submitted the following revised recommendation for the Board's consideration:

> The Superintendent recommends that a contract not to exceed $104,272 be granted to SER-Jobs for Progress, Inc. to operate an alternative school program for a total of 60 students, 30 in grades 6-8, and 30 students in grades 9-12, contingent upon verification of the student number count necessary to obtain state reimbursement funds.

Director Lucey moved to adopt the Superintendent's recommendation.

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

Ayes—Directors Lucey and O'Connell—2.

Noes—Directors Bills and Sinicki—2.

Voting "present"—Director Mallory—1.

Temporarily absent—Director Johnson and President Mitchell—2.

The Board adjourned at 7:35 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 9, 1993

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

Present—Directors O'Connell, O'Neil, Sinicki, Small and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Lucey and Mallory—4.

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

February 8, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Tuesday, February 9, 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 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 discussing litigation matters.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Sinicki, Small and President Mitchell—5.

Noes—None.

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

The Board adjourned from executive session at 7:14 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 17, 1993

Special meeting of the Board of School Directors called to order by Vice-President Bills at 5:19 PM.

Present—Directors Bills, Johnson (5:39 PM), Lucey, Mallory (5:20 PM), O'Connell, O'Neil, Sinicki, Small (5:53 PM) and President Mitchell (5:35 PM)—9.

Absent—None.

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

February 10, 1993

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Wednesday, February 17, 1993, at 5:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1), (e), may retire to executive session to deliberate these matters and 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 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell 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, Mallory, O'Connell, O'Neil, Sinicki and Vice-President Bills—6.

Noes—None.

The Board retired to executive session at 5:21 PM.

The Board adjourned from executive session at 6:38 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 24, 1993

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:18 PM.

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

Absent and excused—Director Bills—1.

SPECIAL ORDER OF BUSINESS

Director Mallory read the following resolution:

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

WHEREAS, Janie Hatton was named National Principal of the Year on January 27, 1993, by the National Association of Secondary School Principals and the Metropolitan Life Insurance Company; and

WHEREAS, Janie Hatton has been a most respected educator in MPS since 1972, as a teacher, assistant principal, principal, and community superintendent; and

WHEREAS, Janie Hatton has, since 1991, been principal of Milwaukee Trade and Technical High School; and

WHEREAS, Janie Hatton cares deeply for all children in her school, as if they were her own; and

WHEREAS, Janie Hatton strives to create a school environment which provides each student the opportunity to optimize his or her achievement level; and

WHEREAS, Janie Hatton constantly focuses on students and is always willing to taking a risk provided that the risk will contribute to the success of the students in the district; and

WHEREAS, Janie Hatton is constantly striving to improve conditions for teachers; and

WHEREAS, Janie Hatton has demonstrated creativity and imagination to bring about positive change; and

WHEREAS, Janie Hatton demonstrates daily the initiative and sensitivity which contribute to the ultimate success of great principals; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend to Janie Hatton its congratulations on being named National Principal of the Year; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors extend to Janie Hatton its best wishes for continued success in her future endeavors; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors and that the Board have an engrossed copy of this document, suitably signed and sealed, delivered to Janie Hatton in tribute to her dedication to the children of Milwaukee.

The resolution was adopted by unanimous consent.

APPROVAL OF MINUTES

The proceedings of the organizational meeting of April 27, the regular Board meetings of May 27, June 24, July 29, August 26, September 30, November 2, November 23 and

December 21, 1992, and January 27, 1993, and the special Board meetings of April 30; May 4, 11, 19, 21 and 27; June 2, 4, 6, 9, 10, 15, 24, 25, and 30; July 6 and 29; August 4, 10, 19, 24 and 31; September 9, 14, 23, 28 and 30; October 5, 12, 19 and 22; November 2, 4, 9 and 11; and December 2, 7, 14, 15 and 17, 1992; and January 11, 20 and 25, 1993, were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

February 24, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

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

Claim against the City of Milwaukee; Milwaukee Public School District, Milwaukee Board of School Directors and Emil Orcholski filed by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Bryan Gibbs, a minor and his mother, Sharyl Collins, for injuries allegedly sustained by Bryan Gibbs at the Lancaster Elementary School on June 24, 1991.

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 has 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, it they so desire.

Respectfully submitted,

RONALD J. VAVRIK
Interim Secretary-Business Manager

(above-mentioned document attached)

On the motion of Director Mallory, the claim was disallowed, the vote being as follows:

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

February 24, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

2	(r)	*Billy Bowers	Maintenance Supervisor Facilities and Maintenance Services	Schedule III, Range 7A $39,315

2 (r)	Patricia Ellis	Staff Development Specialist - Multicultural Emphasis Department of Curriculum and Instruction	Schedule III, Range 8A $51,658

*Classified appointment

(2) African American
(r) Resident

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Small moved to approve the Superintendent's recommendations.

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

Ayes—8; Noes—0.

(Item 2)

February 24, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend approval of the following leaves of absence, curtailments of leave and rescinding of leave, effective as of the dates indicated:

Illness Leave, to January, 1993:

Dianne Henschel	Allen Field	October 21, 1992

Illness leave, to June, 1993:

Roselyn Clipps	EESS Center	January 18, 1993
Sylvia Gonzalez	On Leave	August 26, 1993
John Jansen	Bell M.S.	January 25, 1993
Verna Johnson	27th Street School	January 25, 1993
Barbara Robinson	EESS Center	September 25, 1992
Hannelore Zarse	Sholes	December 10, 1992

Maternity leave, to June, 1993:

Rebekah Kratz	Wheatley	January 5, 1993

Sabbatical Leave, to June, 1993:

Gayle Schmitz	LaFollette	January 25, 1993

Sabbatical Leave, to June, 1994:

Dianne Mack	Douglas	August, 1993
Lenora Brown	Manitoba	August, 1993

Personal Leave, to June, 1993:

Susan Peterson	LaFollette	January 25, 1993
Laurie Placek	McNair	February 8, 1993
Patricia St. George	On Leave	January 25, 1993

Personal Leave, to January, 1994:

Margaret Guerin	On Leave	January 25, 1993
Jean Jackson	Honey Creek	January 20, 1993
Carla Schulz	Hamilton	January 25, 1993

Extension of Illness, to June, 1993:

Pamela Suggs	On Leave	January 25, 1993
Deborah Taugerner	On Leave	January 25, 1993

Extension of Maternity, to June, 1993:

Laurie Laz	On Leave	January 25, 1993
Ann Molzahn	On Leave	January 25, 1993

Extension of Personal, to June, 1993:

Anna Grosgalvis	On Leave	January 25, 1993
Christi Weiland	On Leave	January 25, 1993

CURTAILMENT OF LEAVE:

Ellease Mayo —Was granted a Personal Leave from November 19, 1992, to January 22, 1993. Curtailed as of January 5, 1993, and returned to Walker.

Gwendolyn Jackson —Was granted a Sabbatical Leave from August 1992, to June 1993. Curtailed as of January 22, 1993. Ms. Jackson was assigned to 27th Street School.

RESCINDING OF LEAVE:

Chris Smith —Was granted a Sabbatical Leave for the 1993-1994 school year. Rescinded as of January 13, 1993.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Small moved to approve the Superintendent's recommendations.

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

Ayes—8; Noes—0.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

February 24, 1993

TO THE BOARD OF SCHOOL DIRECTORS

At its meeting on May 27, 1992, the Board approved extending the 5% premium contribution for health care effective July 1, 1992, to Board members in addition to employes holding cabinet positions and employes exempt from the Administrators and Supervisors Council. This was in support of the Board's continuing cost containment efforts to reduce the rate at which its health care costs are increasing.

Effective July 1, 1992, employes represented by or exempt from Locals #150 (Building Service and Food Service), #950 (Engineers and Boiler Attendants), #1053 (Clerical), #1616 and Building Trades also started paying the 5% premium contribution.

In order to clarify the Board's policy it is recommended that the Board approve at its meeting on February 24, 1993, the continuation of the 5% premium contribution by eligible Board members who retire on or after July 1, 1992 and who elect to continue their health insurance coverage. In this manner, Board members will be subject to the same premium contribution requirement as employes who retire on or after July 1, 1992, from the aforementioned Locals and employe groups.

Respectfully submitted,

HOWARD FULLER, Ph.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Lucey moved to approve the recommendation.

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 January 6, 1993, through January 29, 1993, 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. 16235 to 18187, inclusive

Payrolls (net of withholdings)	$15,672,229.15	
Accounts	$42,378,918.22	
		$58,051,147.37

CONSTRUCTION FUND

Accounts, Voucher Nos. 582 to 636, inclusive

Accounts $452,936.78

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 651 to 714, inclusive

Payrolls (net of withholdings) $155,969.71
Accounts $294,788.66

$450,758.37

TOTAL $58,954,842.52

JOYCE MALLORY
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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 January 27, 1993 (Proc., p. 498), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, Program assessment and evaluation are an integral part of the educational process; and

WHEREAS, At a time when resources available to the district are becoming scarcer, it is essential for the Board to know which programs provide the most return per dollar spent; and

WHEREAS, Program administrators need to be held accountable for educational results; now, therefore, be it

RESOLVED, That all current programs have a sunset provision, with one-third of the programs to be evaluated in each of the next three years; and

FURTHER RESOLVED, That program administrators define all current programs and the criteria that will be used to evaluate these programs; and be it

FURTHER RESOLVED, That it be a policy of the Board that all new programs have sunset and evaluation provisions incorporated within them at the time of their adoption.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

At its meeting on January 27, 1993 (Proc., p. 498), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, In order to make critical budget decisions, information about the effectiveness of programs is necessary; and

WHEREAS, In order to obtain and use this information, it is necessary to have a strong and efficient department of educational research and program assessment; and

WHEREAS, If the Board intends to rely on assessments made by this department, it is necessary for the Board to be confident of the department's expertise; now, therefore, be it

RESOLVED, That the Office of Internal Audit conduct an audit of the Office of Educational Research and Program Assessment.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted, with the audit to be completed by June 15, 1993.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

At its meeting on January 27, 1993 (Proc., p. 499), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, Wisconsin Statute 119.16 (1) states, "The Board and the superintendent of schools shall identify broad yearly objectives and assess priorities for education in the district," and

WHEREAS, Wisconsin Statute 119.16 (8) further requires the Board to adopt an annual budget; and

WHEREAS, Wisconsin Statute 119.18 (1) requires the Board to govern the district through the development and adoption of district rules and policies to govern the district; and

WHEREAS, The Board is responsible to appoint and evaluate the district's superintendent; and

WHEREAS, Objective program evaluation and information are critical to the Board's ability to be successful in their responsibilities; and

WHEREAS, Inconsistent, incomplete, non-objective program evaluations and information provided the Board in the past has contributed to the perception that the Board micro-manages the district; therefore, be it

RESOLVED, That the district establish an educational audit function to conduct audits of educational programs and functions; and be it

FURTHER RESOLVED, That the educational audit office report directly to the Milwaukee Board of School Directors.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted, with the implementation of the resolution to be considered by the Board at its special meeting on governance, currently scheduled for March 2, 1993.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

Concerns were raised early in the 1992-1993 school year regarding the requirement for schools to purchase Board-adopted textbooks. Because of the impact of site-based budgeting, some high schools expressed a desire to use monies allocated for textbooks for other prioritized needs.

In addition, due to the significant increase in textbook costs in recent years and the rising incidence of textbook damage or loss, policies for issuing textbooks to students came under question.

A broadly-based Textbook Policy Committee, composed of parents, students, teachers, school administrators, and representatives from the Department of Curriculum and Instruction, met over a period of two months to review and update the district's policies on textbook acquisition and distribution.

The committee recommended the following:

A. Textbook Adoption and Purchase

The district should continue city wide textbook adoptions on the current seven-year cycle. As is current policy, schools may decide on an alternative approach that is educationally sound if the school submits a proposal that is approved by the Director of the Department of Curriculum and Instruction or other individual as designated by the Superintendent. Alternate materials must be planned for and purchased within a time frame that does not disrupt the educational process. Schools that do not pursue this alternative route must purchase the adopted texts.

B. Student Access to Texts

1. All students must have ready accessibility to textbooks and other core instructional materials. The educational program and policies of a school must not preclude a student from having access to appropriate instructional materials, particularly adopted textbooks. If a textbook is one of the core educational materials for a course, it must be issued to all students. Parents and students must not be required to be personally proactive in order to gain access to textbooks; that is, such requirements as security deposits, or requiring that parents individually check texts out of the library are deemed inappropriate.

2. When there is a problem of loss or misuse of textbooks, a school community should evaluate the educational and other causes and solutions. Students, parents, teachers, and others must all be effectively involved in addressing the issues.

3. Schools should have latitude in designing systems of accountability within district guidelines, including those outlined in the *Handbook on Student Rights and Responsibilities*. Each school is responsible for monitoring textbooks, developing systems of accountability, and collecting lost or damaged books issued by the school. Guidelines will be developed for principals on accountability and on issuing replacement texts.

C. Homework Policies

1. If a teacher gives an assignment that requires a textbook, each student must be allowed to take the textbook home.

2. All homework should enhance classroom instruction. Homework should 1) provide practice, 2) enhance what is taught in class, and 3) provide opportunities for students to explore further.

3. Each school must have a **written** homework policy commensurate with Board policies. The policy should be developed with the involvement of teachers, parents, and students.

D. Funding Considerations

1. Currently, high schools pay for texts from their school budgets, while new adoptions for elementary and middle school texts are funded centrally. Given the high cost of high school texts (e.g., $57 for a history text), the committee recommends that all newly adopted texts be funded centrally. Schools that choose and receive approval for alternative materials for a given course should be credited the funds that would normally be allocated for textbooks for that course and should then purchase alternative materials from school funds.

2. Funds collected by schools for lost or damaged texts or resale of obsolete texts should be returned to the school rather than being placed in a centralized revenue account.

Your Committee recommends that the Board of School Directors adopt the recommendations of the ad hoc textbook policy committee.

* * * * *

(ITEM 5) 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 February 17, 1993.

A. Report on Compliance with Two State Standards.

B. Overview of the P-5 Program.

C. Report on the MPS Middle and High School Program.

D. Status Report regarding the MPS Partnership Schools' Qualitative Evaluation.

Separate consideration having been requested of Items 1, 2, 3 and 4, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 1 of the report, relating to a sunset provision for all school programs, having been set aside for separate consideration, Director Lucey moved a substitute to defer consideration until the Board's meeting on governance reform.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 2 of the report relating to an internal audit of the Office of Educational Research and Program Assessment, having been set aside for separate consideration, Director Lucey moved a substitute to defer consideration until the Board's meeting on governance reform.

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

Ayes—8; Noes—0.

Item 3 of the report relating to the establishment of an independent audit function reporting directly to the Board, having been set aside for separate consideration, Director Lucey moved a substitute to defer consideration until the Board's meeting on governance reform.

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

Ayes—8; Noes—0.

Item 4 of the report relating to schools making textbooks accessible to students and school homework policies, having been set aside for separate consideration, Director Mallory moved adoption of the report.

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

Ayes—8; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 contracts for furnishing such labor and materials and doing the work be, and they hereby are, awarded as follows:

WINDOW REPLACEMENT WORK—CASS STREET SCHOOL

J. F. Cook, Inc., Low bidder, base bid of $392,800.00

* * * * *

(ITEM 2) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Alcott PTO	$141	Field trip transportation
		290	Field trips-theater
Allen-Field	Latino Peace Officers' Assn.	300	Supplies for Art Checkout Center
	The Gallery, LTD.	50	Supplies for Art Checkout Center
	Mrs. Terry Lorbiecki	5	Supplies for Art Checkout Center
	Ms. Nancy Goetzman	50	Supplies for Art Checkout Center
	United Migrant Opportunity Serv.	116	Supplies for Art Checkout Center
	Mrs. Carmen Caban-Quiles	30	Supplies for Art Checkout Center
	Ms. Barbara Holt	20	Supplies for Art Checkout Center
	Ms. Denise Callaway	20	Supplies for Art Checkout Center
	Ms. Debi Stefaniak	20	Supplies for Art Checkout Center
Cass Street	Sewage Commission Mentoring Program	166	Textbooks
	Cass Street PTA	1,500	Copier
Eighty-first Street	Eighty-first Street PTO	1,272	Three computer printers
	School fund	1,825	12 Overhead projectors and carets
Elm Creative Arts	Elm PTO	8,700	School projects
Garfield	WEPCO	1,751	Powerbook
Garland	Garland PTA	1,500	Laminating machine
Grantosa Drive	Grantosa Drive PTA	1,000	STAR program
Hawthorne	Hawthorne PTO	361	Field trips, programs and incentives
Lady Pitts	St. Joseph's Neonatal Intensive Care Unit	300	Toys for lending library
	Mykonos	500	Social Skills Luncheon
	Wauwatosa West HS Key Club	300	Teddy bears for incentives
Lincoln Av.	Lincoln Av. PTO	1,713	Books for students
Morgandale	Morgandale PSO	3,500	Copy machine
Riverside	Class of 1931	640	Scholarships
Scott	Scott PTO	600	Classroom supplies
		361	Foreign language software
Scott	Anonymous	500	Clothes for students
	Wisconsin Bell	500	Fax Machine
Tippecanoe	Tippecanoe PTO	480	Carpeting for two classrooms
Whittier	Target	400	Christmas tree
TOTAL		$28,911	

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 3) The Secretary-Business Manager advised your Committee that:

At its meeting on December 21, 1992 (Proc., p. 441), the Board referred the following resolution, which was introduced by President Mitchell, to the Finance and Facilities Committee:

WHEREAS, The Board of School Directors is committed to reducing the costs for busing; and

WHEREAS, Safety is an issue as it relates to children walking to school; and

WHEREAS, The Board of School Directors is also committed to providing transportation services on an equitable basis; and

WHEREAS, Some students receive yellow bus service to their attendance area school at the Board's expense, while other students who live farther away from their attendance area school must take county transportation at their own expense; now therefore be it

RESOLVED, That the administration study and report back to the Board whether some financial allowance can be made in hardship cases for those students who must take public transportation to their attendance area school at their own expense.

The Committee gave hearing on the resolution at its regular January meeting and directed the administration to study the matter and report back this month.

The Milwaukee Board of School Directors' policy (1984) for transportation under the condition of distance states:

Transportation is provided to Milwaukee resident pupils as follows:

A. To and from public schools within the city if the pupil is enrolled in kindergarten, or Grade 1 through Grade 8 and the residence is two miles or more from the attendance area school;
B. If the pupil is enrolled in Grade 9 through Grade 12 and the residence is two miles or more from the attendance area school and more than one mile walking distance from public transportation.

The Transportation policy makes no allowances for transporting indigent pupils.

Students who are not eligible for transportation can purchase a Milwaukee County Transit System - Student Fare Permit at a yearly cost of five dollars ($5.00). This permit enables the student to receive a twenty-five percent (25%) discount over standard adult fares. The student's yearly cost would be two hundred-seventy-five dollars ($275.00).

Transportation services are provided for exceptional circumstances, such as medical reasons, safety concerns and emergency situations. Pupil Transportation Services works with the school or other social agency to verify the need and make appropriate arrangements. In most cases, service is provided.

The transportation operations budget can assume the additional costs associated with providing service in these exceptional cases. Basing service on fiscal need, however, could result in substantial additional expenditures. If 10% of the student population currently walking to school requested service, and MPS used free or reduced lunch benefit as the fiscal criteria, then an additional expenditure of $654,000 is projected.

The administration is recommending that transportation be provided when a pupil's health and/or safety concerns warrant service. School administrators would contact Pupil Transportation Services with individual student requests.

Your Committee recommends that transportation be provided when a pupil's health and/or safety concerns warrant service.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

At its meeting on January 27, 1993 (Proc., pp. 499-500), the Board referred the following resolution, which was introduced by Director O'Neil, to the Finance and Facilities Committee:

WHEREAS, The Milwaukee Public Schools are in need of additional classroom space; and

WHEREAS, Some maintenance has been deferred too long; and

WHEREAS, Our Mayor, John Norquist, has offered a plan which would provide for additional classroom space and deferred maintenance; and

WHEREAS, There is a possibility that the MPS facilities bond referendum may not pass; and

WHEREAS, The burden of school taxes on the property taxpayer is constantly increasing; now, therefore, be it

RESOLVED, That this Board meet with the Mayor or his representative to address MPS priorities to meet the needs of our children; and be it

FURTHER RESOLVED, That this Board seriously consider accepting the Mayor's plan or an acceptable compromise.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be held at the Board level until the Board discusses with the Superintendent the district's facilities needs and decides how it wishes to proceed.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

The staff, students, parents and the school community of Robert Fulton Middle School request that the Board approve the name Malcolm X Academy for their school.

Information detailing the process the school used to involve parents, students, staff, and community in the selection of the school's new name was presented to your Committee and has been made a part of the minutes of your Committee's meeting of February 18, 1993.

Your Committee forwards this item to the Board out of Committee without recommendation.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

In December of 1991, the Milwaukee Board of School Directors approved a contract with the Social Development Commission (SDC) to support a federally funded collaborative effort between MPS and the SDC to provide exceptional education services to Head Start students with EEN in community based Head Start centers.

In May of 1991, an expansion of the contract with SDC was approved by the Milwaukee Board of School Directors to allow for the expansion of the MPS/SDC collaborative to additional Head Start sites.

Additional federal funding has been received by the Department of Exceptional Education and Supportive Services to allow for continuation/expansion of this collaborative during the 1992-93 school year.

Your Committee recommends that the contract with SDC be continued for the 1992-93 school year in the amount of $19,689.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its January l993, meeting, the Milwaukee Board of School Directors ("Board") approved the recommended allocation method for the contribution to the Employes' Retirement System of the City of Milwaukee ("City Pension Plan"). In addition, the Board granted authority to the Superintendent or his designee to vote approval of the new method at the next meeting of the City's Pension Apportionment Study Committee.

As noted in the January l993, item approved by the Board, the current method used to allocate City Pension Plan contributions is a composite contribution rate applied to each agency's covered payroll. This composite rate assumes that each agency has the same demographics (age, sex, and years of service) and the same experience (mortality, disability, termination, retirement and annual pay increases). In the case of the Board, its mortality, disabilities, retirement rates and salary increase experience were less than 50% of the expected results assumed in the composite rate.

The study performed by the actuary for the City Pension Plan was concluded in December, l992 and it was recommended to (a) develop a separate contribution rate for the larger agencies such as the Board using the overall Plan assumptions; and (b) annually perform a calculation of each of the agency's actual "experience" to their contribution with any resulting credit or loss amortized over future annual contributions. This change, if approved, would take effect with the l993 contribution which is payable in January l994.

The estimated savings to the Board for the first year are $157,183 (i.e. 7.l% reduction). Due to the amortization schedules required for pension plans which spread these types of losses and gains over long periods of time (i.e. l0-l5 years), comparable savings will be included in the calculations of the Board's future annual contributions. In addition, the savings do not reflect the annual adjustment based on the Board's actual experience as outlined in Item 3(b).

On February 2, l993, a meeting of the Pension Apportionment Study Committee was held. A vote was taken on the proposed allocation method. All votes were against adoption of the new allocation method except the Board's vote which was for adoption.

The next steps outlined by this Committee were for minority and majority position papers to be written and exchanged by the respective parties on February 25, l993. Following this exchange, the position papers would then be forwarded to the Finance Committee of the Common Council for action.

In view of the equitable and favorable financial impact to the Board if the new allocation method is adopted, the Superintendent or his designee is seeking authority to take additional steps to pursue this issue.

Your Committee recommends that (1) the Board direct the Superintendent or his designee to submit the attached position paper to the Finance Committee of the Common Council for consideration and action;

(2) the Board grant the authority to the Superintendent or his designee to take the necessary steps to petition the

Mayor and Common Council for representation on the City Annuity and Pension Board and to make said appointment(s) to this Pension Board (Note that the Board employes comprise 42.3% of all active employes in this pension plan (per City's actuarial report) but the Board currently has no representation on the Annuity and Pension Board); and (3) the Board grant the authority to the Superintendent or his designee to secure the necessary outside legal assistance in support of the aforementioned recommendations, including whether or not the Board may withdraw its membership in the Employes' Retirement System, in view of the inherent conflict of interest with the Office of the City Attorney in City pension matters.

* * * * *

(ITEM 8) The Superintendent advised your Committee that the following schools have requested additional budgetary changes within their local school budgets for 1992-1993:

School	Budgetary Change	Cost
Burbank	Additional Equipment	$19,126
Kagel	+1.0 Assistant Principal	18,864
Parkview	+1.0 School Secretary I	8,500
Audubon	+1.0 Assistant Principal	20,000
Bell	Equipment	42,000
Bell	Part Time Certificated G Account	6,800
Bell	Other Expenses	3,000
Fritsche	Part-Time Cert. SBM Staff Dev. Acct.	10,000
Fritsche	Teacher Sub. SBM Staff Dev. Acct.	5,000
Grand	+1.0 Computer Teacher	17,825
Milw. Ed. Ctr.	Part Time Certificated G Account	8,000
Sholes	Teacher-Substitute	64,064
Steuben	General Teacher Account	35,649
Steuben	Part Time Certificated G Account	3,602
Steuben	Guidance Teacher Account	35,649

All schools are requesting a reallocation of monies in their budgets to other areas of need for their respective buildings.

Burbank School set aside $19, 126 in a salary account for an assistant principal. This half-time position was not filled during the school year. They are requesting that it be transferred to their additional equipment account.

Kagel is requesting the addition of an assistant principal. Kagel has been the site of several successful programs that need ongoing evaluation and monitoring. New initiatives also need to be developed. These will also require additional administrators as staff.

Kagel School has a long history of shared decision-making. This request came from the shared decision-making body of the school and reflects their belief that an assistant principal will improve their educational environment.

Parkview is requesting the addition of a 40 hour school secretary I position due to the volume of manual, technical, and communication work involved in the effective operation of a computerized contemporary elementary school office. The addition of a full-time secretary would allow some tasks now performed by school aides to be handled by the office. This in turn, would free up more school aide time to assist teachers in the instructional process. Surplus funds will come from substitute teachers, office assistants, and noon supervision accounts.

Audubon is requesting an additional assistant principal for the second semester of the 1992-1993 school year to assist in the planning for the approximate 963 student enrollment.

Bell Middle School is requesting additional funds for equipment to purchase a copier for the office (about $8,000), Macintosh computers to upgrade their computer lab and library, and a security system for the main door.

Fritsche Middle School is requesting a fund transfer in the part-time certificated and in the substitute account to allow them to better manage their staff development activities that occur during the 1993-1994 school year.

Sholes has used substitutes to fill vacant teacher positions. Funding in the amount of $64,064 is proposed for transfer from the regular teacher salary account to replenish the substitute teacher account.

In the salary portion of Steuben's Responsibility Report, current money being used in this column does not reflect their 1.8 guidance allocation, therefore, it is necessary to transfer funds to cover it.

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

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

In the 1992-1993 budget, funding for school positions was allocated on the basis of average salaries. This has resulted in variances between budget allocations and the actual salaries charged to the individual school budgets. Sufficient funding is presently available in the school salary accounts to cover these variances, but adjustments are needed at this time to bring budget allocations more in line within actual salaries for individual schools.

Individual school salary requirements for authorized positions have been re-estimated based on projected actual salary requirements,. The funding variance at each school will be adjusted be transferring monies between schools. These transfers will not change the number or type of positions currently authorized in the individual school budgets. The administration presented a fiscal note detailing the proposed transfers. This note has been made a part of the minutes of your Committee's meeting of March 18, 1993.

The recommended funding adjustments will require the following transfers:

High Schools	$ +497,902
Middle Schools	-144,495
Elementary Schools	-353,407

In staffing the schools this fall, a number of teacher positions were filled with substitute teachers pending finalization of school staffing. This action was taken because the number of teacher positions required at each school could not be determined due to the fact that the pupil enrollment count had not been finalized.

The cost of the substitute teachers was charged to the local school substitute teacher budget with the understanding that a transfer would be effectuated at a later date to restore the funding used to pay the substitutes. Funding in the amount of $748,272 is proposed for reallocation from the regular teacher salary account to replenish the substitute teacher account in these schools. The administration presented a fiscal note detailing the proposed transfers. This note has been made a part of the minutes of your Committee's meeting of March 18, 1993.

Your Committee recommends that funds be shifted in the individual school salary accounts as reflected in the fiscal note to bring budget allocations more in line with projected actual salary

requirements

and that $748,272 be reallocated from the regular teacher salary account to the substitute teacher budget in schools using substitutes to fill full-time teacher positions.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

Due to the increased demands of the Division of Student Services in the areas of record reproduction, increased Central Office conferences due to incidents in the schools and school selection activities, it is requested that the following transfer of funds from various accounts within the Division of Student Services be completed:

FROM	TO	AMOUNT
Contract Services -	Part-Time Certificated	$2,000
	General Services	5,000
	Car Allowance	4,000
Part-time Clerical	Teacher - Substitute	10,000
Contract Equipment -	Office Supplies	7,000

Your Committee recommends that $28,000 be transferred within accounts in the Division of Student Services as indicated above.

* * * * *

(ITEM 11) The Secretary-Business Manager advised your Committee that:

The Division of Internal Audit requires a substitute secretary with a high level of personal computer training as the Division's current secretary is expected to remain temporarily assigned to the Secretary-Business Manager's office. Accordingly, the Division of Internal Audit must continue to employ a substitute secretary from a temporary help agency. In order to provide funding for this purchased service, funds must be transferred from a salary budget line to a general service budget line.

Your Committee recommends that $10,000 be transferred from salaries to purchased services in the Division of Internal Audit.

* * * * *

(ITEM 12) 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 February 18, 1993:

A. Progress Report on the Capital Improvement Program.

B. Statement of Operating Revenues:

The Superintendent submitted the following Statement of Operating Revenues for the month ending January 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	$7,447,342	$569,908,428	$348,340,974	$221,567,454	61.1%
Categorically Aided	48,799,303	7,833,658	56,632,961	17,685,721	38,947,240	31.2%
School Nutrition	23,083,231	128,511	23,211,742	10,882,374	12,329,368	46.9%
Construction	22,800,000	5,000,070	27,800,070	7,778,260	20,021,810	28.0%
Extension	6,266,245	47,958	6,314,203	5,214,699	1,099,504	82.6%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses as of January 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	$7,447,342	$569,908,428	$291,191,095	$278,717,333	51.1%
Categorically Aided	48,799,303	7,833,658	56,632,961	25,279,356	31,353,605	44.6%
School Nutrition	23,083,231	128,511	23,211,742	11,883,893	11,327,849	51.2%
Construction	22,800,000	5,000,070	27,800,070	7,976,995	19,823,075	28.7%
Extension	6,266,245	47,958	6,314,203	3,402,726	2,911,477	53.9%

(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 January 31, 1993 and payrolls through January 29, 1993.

D. Expenditure Control Report.
E. Report on a Settlement Agreement for a Complaint at Washington High School.
F. Report on the Budget for Lincoln Center Artist Activities.

* * * * *

Separate consideration having been requested of Items 5 and 9, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Item 5 of the report relating to changing the name of Robert Fulton Middle School to Malcolm X Academy, having been set aside for separate consideration since it was

reported to the Board without recommendation, Director Mallory moved to approve of the name change.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell and President Mitchell—4.

Noes—Directors Lucey, O'Neil and Sinicki—3.

Voting "Present"—Director Small—1.

Item 9 of the report relating to shifting school salary accounts to reflect actual rather than average salaries per school and a transfer from the teacher salary account to the substitute account, having been set aside for separate consideration, Director Lucey moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of Wednesday, January 27, 1993, at 2:30 PM, Monday, February 8, 1993, at 9:00 AM, 11:00 AM and 2:00 PM, Tuesday, February 16, 1993, at 9:00 AM and 2:30 PM, Wednesday, February 17, 1993, at 10:30 AM, Thursday, February 18, 1993, at 9:00 AM and 11:00 AM.

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

Ayes—8; Noes—0.

NEW BUSINESS

The Interim Secretary-Business Manager advised the Board that Director Johnson had given written notice of his intent to introduce a motion to approve a contract with SER-Jobs for Progress, Inc., for an alternative school program and of his intent to request the Board to suspend Board rules so that the matter might be acted upon this evening.

Director Johnson moved to suspend the rules for the purpose of immediate consideration of a contract with SER-Jobs for Progress for an alternative school.

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

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

Noes—Director Mallory—1.

Director Johnson moved to award a contract not to exceed $108,072 to SER-Jobs for Progress, Inc. to operate an alternative school program for a total of 75 students, 38 in grades 6-8 and 37 students in grades 9-12, contingent upon the withdrawal of any previous

notice of claims made by SER-Jobs for Progress, Inc. against the Milwaukee Public Schools and based upon the district's computation of funds payable, including credits due the district.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Connell, O'Neil, Small and President Mitchell—6.

Noes—Directors Mallory and Sinicki—2.

COMMUNICATIONS AND PETITIONS

The Interim Secretary-Business Manager presented the following communication:

Communication from Mr. Ken Wolf requesting a hearing following denial of his appeal in the matter of his son riding a school bus.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Bills:

WHEREAS, Capital improvement projects are essential to the economic and social stability of the Milwaukee Metropolitan Area; and

WHEREAS, the City of Milwaukee's capital budget for the next six years exceeds $480 million; and

WHEREAS, The Milwaukee County's adopted capital budget for the next five years totals almost $500 million; and

WHEREAS, The Milwaukee Public Schools recently went to referendum for a $366 million capital improvement plan; and

WHEREAS, The Milwaukee Public Schools is required to go to referendum for capital projects funding while the City, County, and Sewerage District are not; and

WHEREAS, The Milwaukee Public Schools as a result of the referendum process must deal not only with taxpayer opposition to the district's capital plan but also with taxpayer objection to the total metropolitan area capital spending; and

WHEREAS, The end result of capital spending by the City, County, and Sewerage District, combined with the school districts' referendum requirements, result in school district capital plans receiving the lowest priority; and

WHEREAS, The County, the City, the Sewerage District, and the school district work and compete independently of each other for capital project tax dollars; therefore be it

RESOLVED, That the Milwaukee Board of School Directors' Board President work with the governing bodies and chief executive officers of the City of Milwaukee, the County of Milwaukee, the

Milwaukee Area Technical College, the Milwaukee Metropolitan Sewerage District, and other interested parties to develop a Milwaukee Metropolitan Intergovernmental Council; and be it

FURTHER RESOLVED, That the Milwaukee Metropolitan Intergovernmental Council be charged with the responsibility of evaluating and prioritizing all capital improvement projects that compete for City of Milwaukee tax dollars.

Referred to the Committee on Legislation and Rules.

By Director Lucey:

WHEREAS, The Milwaukee Board of School Directors has adopted decentralization and school-based management as guiding principles of its reform efforts over the last several years; and

WHEREAS, The naming of individual schools is a matter that can appropriately be decided at the school level without requiring the involvement of the School Board in each case; and

WHEREAS, The School Board's policy-making role can best be discharged with respect to the naming of schools by providing basic policy guidelines for schools to follow in considering any name change; now, therefore, be it

RESOLVED, That the Administration review existing Board policy on school name changes and develop a new policy that includes appropriate guidelines and eliminates the requirement of Board approval in every case; and be it

FURTHER RESOLVED, That the Administration bring back its policy proposal in this regard for further consideration and possible adoption by the Board.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 9:22 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	345	351		2	556	11	62	58	7		696
K3	487	299		6	472	37	57	188	26		786
PK	120	87		1	135	1	15	53	2		207
K4	2088	1940		30	2103	177	410	1221	87		4028
K5	4327	3998		103	4801	309	892	2078	142		8325
01	4946	4627		108	5772	380	1012	2189	112		9573
02	4408	4050		98	5025	328	904	2006	97		8458
03	4123	3970		93	4779	330	843	1964	84		8093
04	4005	3867		71	4645	328	870	1879	79		7872
05	3903	3735		97	4394	291	819	1951	86		7638
06	3824	3597		94	4460	263	775	1760	69		7421
07	3770	3598		93	4475	237	747	1745	71		7368
08	3247	3396		78	3990	212	721	1573	69		6643
09	4037	3925		120	4580	202	898	2085	77		7962
10	3214	3256		71	3608	207	656	1861	67		6470
11	2365	2580		61	2528	182	456	1656	62		4945
12	1782	1967		39	1847	139	334	1347	43		3749
13	4	1						5			5
Invalid											
TOTAL	50995	49244		1165	58170	3634	10471	25619	1180		100239

Total Active Detached..... 66 (Included above) Total Suburban Transfers—5711
Total Inactive..... 419 (Not included above)

Brown Deer	171	Glendale/River Hills	121	Mequon-Thiensville	212	St. Francis	127
Cudahy	257	Greendale	284	New Berlin	105	Wauwatosa	844
Elmbrook	275	Greenfield	68	Nicolet	140	West Allis	344
Fox Point	140	Hamilton	82	Oak Creek	267	Whitefish Bay	375
Franklin	384	Maple Dale-Indian Hills	313	Shorewood	292	Whitnall	258
Germantown	40	Menomonee Falls		South Milwaukee	360		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1507	79.3	126.3	5.0	Milwaukee Tech	1723	81.4	137.9	4.0
Custer	1132	71.3	102.6	5.0	North Division	883	60.8	88.2	4.0
Hamilton	1742	80.4	142.0	5.0	Pulaski	1453	72.0	112.6	5.0
Juneau	813	81.6	76.8	3.0	Riverside	1402	83.0	121.9	5.0
King	1176	91.0	84.7	4.0	South Division	1615	69.8	159.3	5.0
Madison	1211	70.8	114.5	5.0	Vincent	1353	75.2	108.1	5.0
Marshall	1109	89.5	109.9	5.0	Washington	1542	80.0	136.6	5.0
MHSA	803	89.5	73.3	3.0	TOTAL	19464	78.3	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	947	85.9	84.2	3.0	Muir	951	86.1	87.0	4.0
Bell	889	85.1	79.7	3.0	Parkman	547	80.9	54.8	3.0
Burroughs	889	87.5	82.3	4.0	Robinson	517	90.7	51.7	2.0
Edison	827	87.5	84.2	3.0	Roosevelt	611	90.7	52.0	3.0
Fritsche	995	87.7	91.8	4.0	Sarah Scott	644	85.0	61.0	3.0
Grand Avenue	612	84.6	66.5	3.0	Sholes	810	84.2	78.1	3.0
Kosciuszko	723	80.8	81.5	4.0	Steuben	919	88.9	73.0	4.0
Lincoln	628	82.7	55.5	3.0	Walker	804	83.2	76.0	3.0
Malcolm X	617	79.1	61.1	3.0	Webster	993	86.5	85.2	4.0
Acad	496	85.6	47.1	3.0	Wright	732	89.5	69.4	3.0
Milw.Ed.Center	1201	92.2	85.9	4.0	TOTAL	16352	86.2	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	369	88.8	24.1	1.0	Humboldt Park	605	92.1	41.4	2.0
Allen Field	1012	89.2	79.9	2.0	Irving	681	89.7	51.7	2.0
Auer	629	87.7	63.4	2.0	Kagel	379	93.1	42.9	1.0
Barton	580	91.1	37.0	2.0	Keefe Av.	628	89.5	65.4	2.0
Brown Street	536	88.3	70.6	2.0	Kilbourn	416	92.2	40.1	1.0
Browning	427	88.3	38.3	1.0	Kluge	568	88.1	45.2	2.0
Bruce	525	91.0	39.5	2.0	LaFollette	638	86.4	62.4	2.0
Bryant	609	87.7	40.7	2.0	Lancaster	570	90.9	38.4	2.0
Burbank	576	87.9	32.7	2.0	Lee	611	86.8	58.2	2.0
Burdick	491	88.4	46.4	1.0	Lincoln Av.	664	88.4	43.4	2.0
Carleton	474	90.1	33.7	1.0	Lloyd St.	541	92.5	41.2	2.0
Cass	610	89.5	50.5	2.0	Longfellow	638	94.3	44.3	2.0
Clarke	485	89.4	50.6	2.0	Lowell	303	86.6	19.5	1.0
Clemens	434	88.8	33.0	2.0	MacDowell	506	92.8	41.5	2.0
Clement	448	90.7	33.7	1.0	Manitoba	348	92.9	49.9	2.0
Congress	492	89.2	30.5	2.0	Maple Tree	520	94.1	32.4	2.0
Cooper	406	88.3	31.2	1.0	Maryland Av.	345	90.6	27.8	1.0
Curtin	364	91.9	26.4	1.0	McNair	298	92.1	26.7	1.0
Doerfler	668	90.8	33.5	2.0	Meir	245	94.0	19.8	1.0
Douglass	303	92.7	24.9	1.0	Milw.Im.French	380	92.0	28.4	1.0
Dover	608	88.9	53.0	2.0	Milw.Im.German	526	92.9	43.2	2.0
Dr. King	539	88.3	76.0	2.0	Milw.Im.Spanish	518	92.9	38.8	1.0
Eighty-first	476	88.9	29.6	1.0	Mitchell	796	89.3	53.0	2.0
Elm	577	93.1	41.7	1.0	Morgandale	596	92.0	48.7	2.0
Emerson	274	93.0	24.5	2.0	Multilingual	351	90.2	36.3	1.0
Engleburg	502	91.7	39.8	2.0	Neeskara	404	92.6	37.4	1.0
Fairview	527	91.2	54.1	2.0	Ninety-fifth	328	91.0	26.3	1.0
Fernwood	458	85.9	33.9	2.0	Palmer	642	89.5	62.1	2.0
Fifty-third	398	94.2	32.3	1.0	Parkview	409	92.1	30.2	1.0
Forest Home	933	92.0	74.2	2.0	Philipp	350	90.1	29.8	1.0
Franklin	579	91.4	57.8	2.0	Pierce	554	87.3	61.2	2.0
Fratney	370	90.9	42.7	1.0	Riley	662	92.1	47.5	2.0
Gaenslen	724	87.0	86.6	2.0	River Trail	356	89.2	25.5	1.0
Garden Homes	507	88.8	44.4	2.0	Seventy-eighth	562	89.7	44.7	2.0
Garfield	430	92.3	37.8	1.0	Sherman	587	94.2	38.3	2.0
Garland	381	87.0	23.9	1.0	Siefert	601	90.5	54.8	2.0
Goodrich	441	92.2	28.2	2.0	Silver Spring	374	88.6	28.9	1.0
Grant	587	90.2	38.0	2.0	Sixty-fifth	360	90.6	29.7	1.0
Grantosa	641	91.5	49.9	2.0	Starms	393	89.2	37.0	1.0
Granville	418	89.2	32.6	2.0	Story	512	91.4	45.2	2.0
Green Bay Av.	565	88.3	58.2	2.0	Stuart	332	92.3	26.8	1.0
Greenfield	394	92.1	33.1	1.0	Thirty-eighth	564	93.0	37.3	2.0
Hampton	590	88.5	40.7	2.0	Thirty-fifth	338	88.5	23.6	1.0
Happy Hill	507	89.5	31.4	2.0	Thirty-first	480	92.3	38.5	2.0
Hartford	608	92.0	41.6	2.0	Thirty-seventh	530	86.7	49.7	2.0
Hawley	331	89.7	23.3	1.0	Thoreau	712	89.2	52.2	2.0
Hawthorne	339	90.2	24.5	2.0	Thurston Woods	353	87.8	29.6	1.0
Hi-Mount	476	88.0	27.5	1.0	Tippecanoe	241	91.0	18.5	1.0
Holmes	739	85.8	79.4	2.0	Townsend	517	92.7	37.0	1.0
Honey Creek	337	91.7	26.9	1.0	Trowbridge	374	88.1	33.4	1.0
Hopkins	760	86.5	60.0	2.0	Twenty-first	591	90.2	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	655	88.5	57.4	2.0	Whitman	407	91.2	37.0	1.0
Urban Waldorf	304	87.5	28.9	1.0	Whittier	194	93.0	12.3	1.0
Victory	485	93.4	40.5	2.0	Wisconsin Av.	690	89.8	46.7	2.0
Vieau	631	91.5	63.8	2.0	Zablocki	607	87.7	50.0	2.0
Wheatley	721	89.0	61.8	2.0	TOTAL	55945	90.1	4600.6	176.0
OTHER SCHOOLS									
Craig	119	77.3	58.0	1.0	Manitoba Ortho.	132	85.8	.0	.0
Demmer	84	59.4	6.2	.0	Phoenix Alt. HS	145	62.9	10.5	1.0
Hayes	91	66.8	40.0	1.0	Pleasant View	117	73.4	44.0	1.0
Kilmer	288	83.8	20.3	1.0	Sixty-eighth	184	64.8	15.3	1.0
Lady Pitts	207	60.9	33.5	1.0	Stay	107	63.3	9.3	1.0
Lapham Park	105	77.2	16.5	1.0	Commun. Based	1170		33.0	.0
Lavarnway	18	93.5	7.2	1.0	TOTAL	2767	72.8	293.7	10.0
					MPS TOTAL	94528	86.5	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 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.	41	1	2225	26	26	0	369	4	953	21	38	0	3652	52	3704
Emotion. Dist.	24	2	1364	45	3	0	116	4	497	26	24	1	2028	78	2106
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	37	46	0	0	6	7	13	39	0	1	57	93	150
Physically Hdcp.	3	0	301	55	18	2	65	6	202	39	8	2	597	104	701
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	97	23	19	2	18	6	96	18	10	0	243	49	292
Mentally Ret.	11	3	1385	217	14	11	145	27	363	112	13	4	1931	374	2305
Speech/Language	43	23	2207	1427	53	46	334	249	1140	714	40	43	3817	2502	6319
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	127	29	7690	1845	134	61	1057	304	3309	970	135	51	12452	3260	15712
Ethnic Totals	156		9535		195		1361		4279		186		15712		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 1, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 4:28 PM.

Present—Directors Bills (5:42), Johnson, Lucey, Mallory, O'Connell, O'Neil, Sinicki (5:42), Small and President Mitchell—9.

Absent and excused—None.

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

February 26, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 4:00 PM, Monday, March 1, 1993, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action relative to the 1992-2001 Facilities Master Plan including but not limited to facilities budget issues and funding alternatives.

This meeting immediately precedes a meeting of the Budget Committee scheduled for 5:30 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mallory moved to authorize the Superintendent to enter into discussions for the purpose of determining how best to move forward with the Facilities Master Plan and to bring back a plan which includes utilizing existing facilities more efficiently.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director O'Neil—1.

The Board adjourned at 5:28 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 2, 1993

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

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

Absent—None.

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

February 26, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Tuesday, March 2, 1993, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action relative to (1) the District's organizational structure, the District's reporting relationships, and staffing changes resulting from changes to the organization structure and reporting relationships and (2) resolutions by Director Bills regarding (a) Establishing a Sunset Provision for all Programs; (b) an Audit of the Office of Educational Research and Program Assessment; and (c) Establishing an Educational Audit Office.

RONALD J. VAVRIK
Interim Secretary-Business Manager

The Superintendent and Interim Secretary-Business Manager presented the following communication with respect to the aforementioned matters:

March 2, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At Board work sessions on January 19, 1993, and February 2, 1993, the Milwaukee Board of School Directors received the Secretary-Business Manager's Proposed Organizational Structure for the Office of the Milwaukee Board of School Directors Report (Exhibit 3) and the Superintendent's Business Department Administrative Functions Restructuring Report (Exhibit 4), respectively.

At the February 2, 1993 work session, the Board directed the Superintendent and the Secretary-Business Manager to explore the feasibility of the proposed reassignments identified in the reports and bring back a report to the Board which consolidates both sets of recommendations into one document.

The Superintendent and the Secretary-Business Manager have met and are submitting for your approval a revised organization chart (Exhibit 1) and the proposed staffing for both the Board governance functions and the business functions reorganization (Exhibit 2).

It is recommended that the Board adopt the revised organization chart and the proposed organization staffing for the Board Governance Office and the Business Department functions restructuring. It is further recommended that the Board direct administration to review Board rules for the purpose of bringing back to the Board a recommendation regarding those Board rules that require changes as a result of the restructuring.

Sincerely,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
interim Secretary-Business Manager

PROPOSED
CITIZENS OF MILWAUKEE
BOARD OF SCHOOL DIRECTORS
SUPERINTENDENT
Deputy Superintendent
Departments of
-Curriculum & Instruction
-Exceptional Education
-Bilingual/ Multicultural Education
-Alternative Programs
Assistant Supt. for School Support & Accountability
Department of Human Resources
Department of Public Affairs
Department of Finance
Department of Community Recreation
Department of Facilities & Business Operations
Department of Governance Affairs

Exhibit 1

Exhibit 2

MPS
Proposed Staffing for the Board Governance
Function and Business Functions Restructuring
March 2, 1993

	Positions		Budget Impact	
	Professional	Clerical	Positions	Amount
TRANSFERS				
Office of Internal Audit to Board Governance Office	4.0	1.0	0.0	$ 0
Manager of Educational Accountability, Research Specialist, Research Assistant, and Secretaries from the Office of Research and Program Assessment to the Board Governance Office	3.0	3.0	0.0	0
Secretary-Business Manager Staff to Board Governance Office	3.0	2.0	0.0	0
Executive Asst. from Deputy Superintendent Office to Board Governance Office	1.0	0.0	0.0	0
Existing Sec. III from Business Support Services to Director's Office	0.0	1.0	0.0	0
Total Transfers	11.0	7.0	0.0	0.0
ADDITIONS				
Executive Director of Governance Affairs (Spec.)	1.0	0.0	1.0	86,000
Director of Facilities & Business Operations (16A)	1.0	0.0	1.0	84,000
Director of Educational Audit (13A)	1.0	0.0	1.0	71,500
Assistant Director of Finance (12A)	1.0	0.0	1.0	64,000
Board Clerk Position (10A)	1.0	0.0	1.0	64,000
Educational Program Auditors (Range 8A)	2.0	0.0	2.0	95,000
Staff Auditor (Range 6A)	1.0	0.0	1.0	42,000
Total Additions	8.0	0.0	8.0	506,500
ELIMINATIONS				
Secretary-Business Manager (Spec.)	(1.0)	0.0	(1.0)	(86,000)
Asst. Secretary-Business Manager (15A)	(1.0)	0.0	(1.0)	(76,500)
Manager of Educational Accountability (12A)	(1.0)	0.0	(1.0)	(71,500)
Executive Assistant to the Deputy Superintendent (10A)	(1.0)	0.0	(1.0)	(64,000)
Technical System Service Manager (10A)	(1.0)	0.0	(1.0)	(64,000)
Total Eliminations	(5.0)	0.0	(5.0)	(362,000)
Total Plan Cost	14.0	7.0	3.0	$ 144,500
Board Governance Contingency Fund				$ 150,000

03/02/93

Director Mallory moved to amend Exhibit 2 to change the following titles of positions: Executive Director of Governance Affairs to Director of Governance Affairs; Director of Educational Audit to Manager of Educational Audit; and Director of financial/Operational Audit to Manager of Financial/Operational Audit.

Director Lucey moved a substitute, to eliminate the position of Executive Director of Governance Affairs, eliminate the creation of the Office of Educational Audit, and

provide for the staffing of the Office of Financial Audit with ten auditors, including the Director.

Director Mallory left at 7:00 PM.

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

Ayes—Directors Lucey and O'Neil—2.

Noes—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

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

Ayes—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

Noes—Directors Lucey and O'Neil—2.

Director Johnson moved to approve only the Department of Governmental Affairs.

After discussion, Director Johnson withdrew his motion.

Director Johnson moved to amend Exhibit 1 to provide that the Department of Governmental Relations report to the Department of Governance Affairs and that the Department of Information Systems report directly to the Deputy Superintendent.

After discussion, Director Johnson was allowed to modify his amendment to provide that the Department of Governmental Relations report directly to the Superintendent, with no change being made for the time being in the Department of Information Systems.

The question being on the amendment to provide that the Department of Governmental Relations report directly to the Superintendent, the amendment failed of adoption, the vote being as follows:

Ayes—Directors Johnson, Sinicki and Small—3.

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

Director O'Connell moved the amend Exhibit 2 to change the title of the Board Clerk to Board Clerk and Assistant to the Board President.

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

Ayes—Director O'Connell and President Mitchell—2.

Noes—Directors Bills, Johnson, Lucey, O'Neil, Sinicki and Small—6.

Director Johnson moved to amend the proposal to provide that the Superintendent bring back to the Board a process for filling the position of Director of Facilities and Business Operations.

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

Ayes—Directors Johnson and Small—2.

Noes—Directors Bills, Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—6.

Director Small moved to adopt Exhibits 1 and 2 as amended.

Director O'Connell moved the amend Exhibit 2 to exclude the salary figures in the last column on the right.

The amendment failed of adoption, to vote being as follows:

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

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

Director Lucey moved to amend Exhibit 2 to delete the salary of the position of (Executive) Director of Governance Affairs and to have the position reviewed.

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

Ayes—Directors Lucey, O'Connell, O'Neil and President Mitchell—4.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

Director Bills moved the amend Exhibit 2 to provide that all positions in the Office of Governance Affairs be exempt from certified and classified service.

After discussion, Director Bills withdrew her motion with the understanding that the matter would be considered at a future date.

The question being on the adoption of Exhibits 1 and 2 as amended to provide for title changes and with the effective date to be determined by the Board at a future time, the Exhibits as amended were adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

Noes—Directors Lucey and O'Neil—2.

Director Bills moved that the Board adopt the resolution establishing a sunset provision for all programs.

Director Lucey moved a substitute, that the administration bring back to the appropriate committee a report about how it would define programs and what statutory constraints it sees in defining programs and applying sunset provisions to them.

After discussion, both the main motion and the substitute motion were withdrawn.

Director Bills requested permission to withdraw her resolutions on an audit of the office of educational research and program assessment and on establishing an educational audit office.

There being no objection, the request was granted.

The Board adjourned at 8:13 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 3, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 5:29 PM.

Present—Directors Bills, Johnson (5:33), Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—7.

Absent and excused—Directors Mallory and Small—2.

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

February 26, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors scheduled to meet at 5:00 PM, Wednesday, March 3, 1993, in the 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 may, pursuant to Wisconsin Statutes Section 19.85 (1), (e), 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 worksession of the Budget Committee scheduled for 7:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell 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 Bills, Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—6.

Noes—None.

The Board retired to executive session at 5:31 PM.

Director O'Neil left at 6:15 PM.

Director Bills left at 6:45 PM.

The Board adjourned from executive session at 7:40 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 8, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 6:25 PM.

Present—Directors Bills, Johnson (6:40 PM), Lucey, Mallory (6:27 PM), O'Connell, O'Neil, Sinicki, Small and President Mitchell—9

Absent—None.

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

March 3, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, March 8, 1993, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing, considering, and possibly taking action relative to various legislative matters, including, but not limited to, 1) positions to be taken on the Governor's Budget Bill, 2) adoption of a resolution regarding fairness in funding, 3) adoption of a resolution regarding the Right from the Start program, and 4) legislation to authorize the district to destroy obsolete records.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing, considering, and possibly taking action on legislative matters as noticed in the call of the meeting.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:28 PM.

Director Johnson left at 8:10 PM.

Director Sinicki left at 8:15 PM.

The Board rose from the Committee of the Whole at 9:25 PM.

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

REPORT OF THE COMMITTEE OF THE WHOLE

(ITEM 1)

Introduction

The Governor has proposed his Executive State Budget for the next two fiscal years, July 1, 1993, through June 30, 1995. The bill will be considered by the Legislature over the next four months and a legislative version of the budget is expected to be adopted by about July 1. Upon completion of the Legislature's action, the Governor will have the opportunity to item veto any of the provisions of the budget returned to him and that process is expected to be completed by about August 1, 1993.

MPS Revenue Summary

The Governor's budget would limit total revenues (but not costs) available to MPS to the increase in state aids and the growth in the property tax base. Estimated aid increases probably would provide approximately $15.1 million in 1993-1994. A 2% growth in the property tax base would provide an increase of $4.6 million at the current property tax rate. The estimated total increase of $19.7 million in revenues available to MPS in 1993-94 would represent a 3.36% increase in MPS operating costs. An increase of 800 pupils would reduce the allowable increase in operating revenues to about 2.6% per pupil.

State-General

Total State appropriations for the 1993-95 biennium are increased by $3.629 billion (13.7%). For 1993-1994, total appropriations are increased by $1.257 billion (9.3%); segregated revenue appropriations are increased 6.9% while GPR appropriations are increased $366 million (5.2%) and school aids are increased $65.4 million (3%). The administration recommended that an increase in school aid equal to the inflation rate (CPI) plus the projected enrollment increase be supported.

Children's Education Fund

The Governor's budget proposes that beginning in 1994-1995, estimated sales tax revenue will be dedicated to a "Children's Education Fund". The revenue will fund school aids, DPI operating costs, school levy property tax credits and aid to public library systems. Estimated sales tax collections for 1994-1995 are $2.55 billion, up $150 million or 6.25% from 1993-1994, but only $65.4 million would be allocated for school aids, a 3% increase. Actual collections may be higher.

In the last ten years, sales tax revenue increases have ranged from 3% to 7%, averaging about 5%. The sales tax would provide a relatively stable source of funds with a high probability of increases near the inflation rate. Actual sales tax revenues should be used in order to remove a temptation for future state administrations to underestimate the amount dedicated for school purposes. While this revenue source probably would maintain the share of school costs covered by state aids, it would not be sufficient to reduce the share of school costs now funded with property taxes.

In addition, the Governor's proposal would place school aid funding in direct competition with DPI operations, public library aids and property tax levy credits. Previous legislatures have shown a tendency to provide funds for tax credits (to taxpayers) more readily than for school aids (to tax spenders). Continuation of that tendency may result in a lesser proportion of school costs covered by state aids unless all sales tax revenue were clearly dedicated for school aid purposes.

The administration recommended that school aids be established as the only use of actual sales tax revenues and that the sales tax be broadened for the purpose of providing additional funds to reduce current reliance on the school property tax.

Property Tax Rate Freeze

The Governor would freeze property tax rates for all local units of government at the 1992 equalized rate. For MPS, the rate freeze would apply separately to the school operations fund, the school extension fund and the amount reported to the Common Council for the debt service on the $27.5 million borrowing authorized in 1989 and the debt service on the $35 million borrowing authorized in 1992. Levies in excess of the rate limit must be authorized by referendum.

Excluding federal aids, 99% of MPS operating revenues are now provided by state aids and property taxes. MPS revenues (not costs) would be limited to state aids and the property taxes generated at the current rate. Property tax growth would be directly proportional to City tax base growth. Last year the value of taxable property in the City increased 0.71% (state average was 6.9%) and that would have provided an increase of only $1.5 million for MPS if the rate freeze had been in effect. During the past five years the City tax base has increased at an average of 2% per year and a 2% rate of growth this year would provide $4.6 million at the current tax rate.

Municipal and school district debt instruments may be more difficult to sell if investors are uncertain that future levies will cover debt service. Modification of the rate freeze to specifically exclude levies for debt service was recommended by the administration.

No provision is made to assure adequate funds for slow growth districts or for enrollment increases. Modification of the rate freeze to assure per pupil revenues which increase at the inflation rate for all enrolled pupils was recommended by the administration.

Equalized Aid

Of the $65.4 million increase in total state aids, $61.6 million would be distributed as equalized aid, including draws for Chapter 220 and non resident tuition. The previously separate appropriation for non resident tuition ($6.4 million) would be drawn from equalized aid in 1993-1994 and the Chapter 220 draw would increase $5.5 million and equalized would increase only $49.7 million (3%). The Governor has proposed two formula modifications: (a) two additional pupil count days and (b) reduction of the secondary valuation from 106% to 100% of the state average. He has also proposed to freeze the primary cost ceiling. The additional count days would increase MPS administrative costs and probably reduce MPS aids. The valuation and cost ceiling proposals would shift aids to low cost, low value school districts including $2.6 million to MPS. As MPS costs are expected to slightly exceed the cost ceiling, a slight increase in the primary cost ceiling up to MPS per pupil cost would marginally increase aids to MPS.

Opposition to funding of tuition from equalized aid, opposition to the two additional pupil count days and support for the reduced secondary valuation and a slight increase in the cost ceiling was recommended by the administration. Support for a low-income weighting factor is also recommended to provide additional resources to meet extraordinary needs attributable to concentrations of poverty.

Categorical Aids

The budget bill increases handicapped aids and handicapped transportation by $3.6 million in 1993-1994 and $14 million in 1994-1995, but deletes the 63% reimbursement level for the handicapped education and school age parents programs and the 51% reimbursement level for costs of psychologists and social workers. In recent years, state aid for handicapped education and transportation have been prorated and declined from 61% to 48.6%. The proportion of handicapped costs covered by state aid is expected to decline further from the current level of 48.6% to 44.8% in 1993-94 and 43.9% in 1994-95.

No increase is provided in either year for bilingual aid and the proportion of costs covered by state aids is expected to decline from 43.1% to 39.2% in 1993-94 and 35.6% in 1994-1995.

A 3% increase is provided for TIF aids and the TIF aid proration is expected to decline from 81% to 72% in 1993-1994 and untaxed (for school purposes) TIF values continue to be counted as taxable property in the equalized aid formula.

State aid for children at risk and the statutory authorization for the program are repealed. The $3.5 million now appropriated for at risk aid is transferred to the Head Start supplement.

Support is recommended for: a 50% aid level for both handicapped and bilingual costs (as recommended by the state superintendent); fully funded TIF aids, exclusion of TIF values in the equalized aid formula and continuation of a more focused at risk program which provides greater aid only for successful performance.

Chapter 220/School Desegregation

The Governor would have the special transfer, minority census tract and merged attendance area aid programs expire on June 30, 1995. The apparent intent of his proposal is to reduce future state costs for the Chapter 220 program. Currently, the Chapter 220 program is a permanent, statutory program and has been in effect since 1976.

Desegregation settlement funded education programs continue to be funded at the 1992-93 level of $8 million for both 1993-1994 and 1994-1995. These programs are also statutory even though the settlement agreement will expire on June 30, 1993. As the all day five year old kindergarten program is expanded, it will begin to serve more children who are not low income (75% now required) and preference in enrollment should be given to low income children.

All school districts in the inter-district transfer program agreed to maintain both the Chapter 220 program and the desegregation settlement funded programs and the funding for them through FY95. In a related matter, the Blue Ribbon Committee had recommended transforming bonus aid to a financial incentive for greater participation by suburban districts. That proposal would cut the bonus aid appropriation approximately in half.

Opposition to the expiration of the Chapter 220 program, and support for continuation and expansion of the desegregation settlement funded programs with a preference for low income children in the K5 program was recommended by the administration. With the approval of the Coordinating Council, support for the transformation of bonus aid to an incentive aid would be recommended.

Private School Choice

The Governor would increase the number of students who can participate in the private school parental choice program from 1% to 2% of MPS enrollment and allow a participating private school to increase the proportion of students in the choice program from 49% to 65% of total enrollment. New organizational and accountability measures are imposed. Specifically, each private school must: have a formally constituted board of directors; annually administer the state 3rd grade reading test and the 8th and 10th grade tests; annually distribute to parents (or guardian) a report indicating pupil performance on the 3rd, 8th and 10th grade tests; and annually provide for an independent financial audit. The state superintendent is required to monitor the schools for compliance.

The effect of these proposals on MPS could be to reduce equalized aid by as much as $3.8 million, but the actual reduction is more likely to be less than $900,000 in 1993-94. Currently, 613 Milwaukee children participate in the program and MPS aid is reduced by nearly $1.7 million so that $2,745 can follow each child to the private school attended. If 2,000 children participated, the cost to MPS would be $5.5 million, an increase of $3.8 million. The increased cost would not be recovered until the following year as aids (attributable to these children) are based on prior year enrollment. However, such an increase in participation is unlikely. But an increase of as many as 328 pupils at a cost of $900,000 could occur simply by allowing the proportion of choice

pupils

to increase from 49% to 65%. The reason for the 49% limitation was to prevent an individual school from becoming overly dependent on the choice program. That reason remains valid today.

Support for maintaining the current limits of 1% of MPS enrollment and the 49% proportion of choice pupils in any school was recommended by the administration.

Learnfare

The Governor has proposed two significant changes in the learnfare program. First, he would establish a four county pilot program in which the student population subject to learnfare would include ages 6-12. Case management services would be provided for the purpose of improving attendance and achievement. Failure to cooperate with the case manager would result in sanctions.

Second, he would revise the attendance requirement used as the basis for sanctions to that of habitual truancy (five unexcused absences in ten consecutive days). Currently, ten unexcused absences in a semester trigger monitoring and three unexcused absences in a subsequent month result in an AFDC sanction. Because the population of habitual truants is very similar to the population whose attendance is monitored, the effect of this proposal would be to increase the number of sanctions for not meeting the monthly attendance requirement from 286 to about the 3,332 whose attendance is now monitored.

Opposition to the use of habitual truancy as the basis for sanctions was recommended by the administration.

Contracting Authority

The budget bill significantly broadens school district authority through three contracting provisions. The first provision allows school boards to contract with private, nonprofit, nonsectarian education agencies within a school district to provide educational services to pupils in the school district and would replace the contracting authority lost through repeal of the at risk statute with broad general authority, and would apply statewide. The second provision allows school boards to contract with a private management firm for services conducted by a school district administrator or other administrative staff. The third allows boards to enter into contracts with any appropriately licensed individual to provide educational services.

Support for broad MPS authority to contract with private, nonprofit nonsectarian schools and for school district administration was recommended by the administration.

Mediation/Arbitration

The Governor would revise the form of arbitration, limit wage issues subject to arbitration, and revise the process by shortening timelines and modifying both the factors to be considered by an arbitrator and the weight given them. Specifically, he would:

- revise the form to authorize "item arbitration" so that the arbitrator would be authorized to reach a decision on each issue anywhere between the final offers of the parties;

- limit the wage issues by allowing arbitration only if the employer fails to propose a wage and fringe benefits increase equal to the percentage increase in the Consumer Price Index for the preceding year. If the employer submits such an offer, only noneconomic issues will be subject to binding arbitration;

- shorten the timelines by requiring parties to complete mediation within 90 days and begin the arbitration process within 130 days of the first meeting; conduct the arbitration hearing within 60 days of appointment; and issue the award within 40 days of concluding the hearing;

• modify the factors to be considered by the arbitrator as follows:

- use the percentage increase in the CPI for all urban consumers, U.S. city average;
- define "comparable communities" to include state, regional and national comparisons;
- require the arbitrator to consider how the compensation of local government employes in Wisconsin compares to that of local government employes in other states; the cost of the proposed settlement on the district's aidable costs, state aids and tax levy; economic conditions in the district; and the cost of living in the community including, but not limited to, median family housing prices.

• require the arbitrator to give greater weight to the following factors: all comparables, economic conditions in the district; taxpayer impact; and percentage increase in the CPI.

As long as the mediation/arbitration process is tied to the inflation rate (CPI) and personnel costs comprise the majority of school district costs, the minimum increase in state aids should also be tied to the inflation rate.

Support for requiring the arbitrator to give greater weight to economic conditions in the district and establishing a CPI minimum aid growth rate are recommended.

Alternative Compliance

The budget bill allows school districts to apply to the state superintendent for an exemption from specific rules or standards that administer the following statutes: early alcohol and other drug abuse prevention/intervention programs; science, math and technology grants; collaborative service grants; P-5 program; bilingual-bicultural education; management restructuring grants; developmental reading program-reading specialists; human growth and development instruction; special observance days; school attendance enforcement (truancy); teacher certificates and licenses; supervision of an individual holding a math science alternative permit; school district administrator requirements and responsibilities; high school graduation standards; tech prep programs; gifted and talented programs; postsecondary enrollment program; school hours; state aid withheld provision (length of school year, hiring of certified teachers, file required state reports); and all the school district standards. The state superintendent has 30 days to act on the alternative plan and can impose conditions upon approval of the plan. The approved plan is effective indefinitely unless the state superintendent specifies otherwise.

The proposed alternative compliance plan must meet any of the following requirements for approval:

- •the requirement addresses a problem that is not present in the school district
- •the application proposes an effective, alternative method of complying with the general intent of the rule;
- •the implementation by the school board of an alternative method of complying with the requirement will result in financial savings and no loss of educational quality; and
- •approval of an alternative method of compliance with a requirement will facilitate the implementation of an innovative or experimental plan in the school district.

Support for modification of this proposal to allow the state superintendent to annually waive or modify any of the listed educational statutes for a sound educational purpose was recommended by the administration.

Teacher Employment Provisions

Teacher tenure provisions for new Milwaukee County area and City of Milwaukee teachers are repealed. The MPS/MTEA contract language providing for automatic renewal of teacher contracts upon completion of a three year probationary period would continue until the contract would be modified to apply so this proposal has no immediate effect.

The administration recommended that tenure rights be limited to employees who have earned tenure or are working in a position in which they could earn tenure on the effective date of this act.

Teacher licensure revocation provisions are eased as the burden of proving incompetence or immoral conduct is reduced from "clear and convincing" to "a preponderance of the evidence". New factors (drug offenses and revocable offenses committed in other states) are added to the automatic revocation section which allows the state superintendent to revoke a license without hearing. DPI is empowered to charge the costs of a revocation proceeding to the individual whose license is revoked.

Support for easing the burden of proof in teacher licensure revocation proceedings and for broadening the superintendent's revocation authority was recommended by the administration.

Contract teachers would be treated like other employees in that discrimination would be prohibited and health examinations would be required.

The state superintendent is prohibited from setting additional certification requirements for professionals licensed by other state agencies. Those professionals are registered nurses, psychologists, physical therapists, occupational therapists and assistants, social workers and speech-language pathologists. The effect would be to enlarge the population from which school districts hire for the position.

Support for professional licensing reciprocity was recommended by the administration.

A state licensed teacher employed by a school district would be authorized to request the school board to apply to the VTAE Board for certification on behalf of the teacher and the school district would pay the certification costs. This is a component of the new state tech prep/school-to-work initiatives and the additional cost burden should be the state's.

Support for VTAE Board certification of teachers in the tech prep/school-to-work program at state expense was recommended by the administration.

Charter Schools

Up to 10 school boards, but not MPS, would be authorized to establish charter schools within that school district upon receipt of a petition from 10% of the district's teachers or 50% of the teachers at the affected school. The 1992 MPS proposal required approval by a majority of parents and staff at the school. An existing private school may not be converted to a charter school. Preference for granting a charter should be to those petitioners who intend on serving at-risk students. Charter schools will be defined as private schools and therefore exempt from all public education laws, except the statewide assessment program. Provisions must be stated for allowing the teachers to leave or return to the original school district. The contract is renewable every five years. School boards must include charter schools in their school district performance report.

Support for MPS authority to establish charter schools within the school upon approval of a majority of parents and staff at the school district was recommended by the administration.

School-to-Work

The bill establishes a 14 member Advisory Council on Workforce Excellence to replace the existing Youth Apprenticeship Council. Members are appointed by the Governor. They include a board member of VTAE, the Superintendent of DPI, the Secretary of DHSS, the Secretary of DOA. The council approves and maintains a list of occupations for the youth apprenticeship program and awards grants to school boards and VTAE boards who, in turn, would distribute these grants to employers who provide on the job training and supervision of such students.

This bill creates Career Counseling Centers and incentives to nonprofit corporations and public agencies for the purpose of providing comprehensive career education and job training information, post secondary educational options in vocational and technical programs, and

coordination of activities required under the education for employment standard. DILHR has oversight of these grants and programs.

The bill provides aid for tech prep and postsecondary enrollment options at $200,000 in FY94 and $800,000 in FY95.

The bill requires that career awareness and planning along with information to facilitate the transition from school to employment or postsecondary education be included in the guidance and counseling services standard and the types of instruction standard for grades 5-8 and grades 9-12.

As the general intent of the school-to-work provision is to improve the employability of graduates and increase the competence of the future workforce, support was recommended by the administration.

TABS

The bill establishes the Truancy Abatement and Burglary Suppression (TABS) program in Milwaukee effective July, 1993. The funding level is $497,000 of which $303,000 is for program operations including youth service centers and $194,000 is for funding four police officers whose sole purpose is to staff the TABS program. The provisions in the bill allow students to be taken into (temporary) custody by law enforcement officers under the compulsory attendance law for the purpose of contacting their parent(s) and releasing them to their custody or returning them to school. The authority of law enforcement officers to take a child into custody is expanded statewide after June 30, 1994.

The Governor's proposal differs from previous drafts of the TABS program by expanding the program statewide after one year and then making it permanent.

Support for the TABS program was recommended by the administration.

Benevolent Property Tax Exemption

The bill would narrow the property tax exemption for benevolent associations by limiting it to charitable associations which provide a charitable service.

The effect would be to broaden the property tax base and support was recommended by the administration.

AODA Early Education Grants

The provision changes the grade level of students in the D.A.R.E. program to 3-9 (from 5-8) and shifts $295,000 from after school and summer school AODA grants to D.A.R.E. Grants for pupil service teams are eliminated and funds are shifted to school-to-work programs.

Support for expansion of D.A.R.E. program participants and a proportionate increase in funding without reducing after/summer school AODA grants was recommended by the administration.

Miscellaneous Provisions

The authority of the MPS board to select a superintendent of its choosing is made permanent.

The position of MPS assistant superintendent is excluded from teacher tenure provisions.

School boards are authorized to conduct searches of student lockers without cause.

The penalty for intentionally causing bodily harm to a school district officer or employee is increased from a class A misdemeanor ($10,000 and 9 months) to a Class E felony ($10,000 and 2 years).

The due date of the MPS board annual report to the city clerk date is changed from August 15 to September 1.

A joint survey committee and process for reviewing state mandated programs that have a local fiscal effect is created.

The indicators on the school district performance report will include the percentage of habitual truants within a school district to provide additional information on children-at-risk.

A new DPI Office of Educational Accountability is created. The director serves at the pleasure of the state superintendent and the office will be staffed by personnel from DPI's testing bureau and technical assistance section.

Beginning in 1993-94, school boards and private nonsectarian schools are required to administer the 8th and 10th grade examinations selected by DPI. The budget bill provides $1 million for both fiscal years to: reimburse school districts and private schools for the costs of the examinations (8th and 10th grades); fund a report on pupil assessment and cover the costs of a statewide assessment committee including teacher participation in assessment development.

The youth initiatives appropriation of $500,000 is continued.

School based management (restructuring) grants are maintained at $500,000 annually.

The collaborative service program grants for the "Kids First" project are maintained at $325,000 annually.

Professional development grants for the MPS teacher mentoring/peer coaching and the administrator assessment and training programs are maintained at $400,000 annually.

The separate appropriation line items for several UW programs including minority teacher loan forgiveness program, grants to minority and disadvantaged graduate students, Lawton minority undergraduate grant program and pilot minority student tuition award program are consolidated into a single appropriation called "minority and disadvantaged student aid" which allows the Board of Regents to determine funding levels for each of the programs. No increase is provided in total funding for 1993-94. The minority teacher loan program for private schools administered by HEAB is funded in the same fashion and at the same amount as last year.

Your Committee recommends that the Board:

1. Support a total state school aid increase equal to the inflation (CPI) rate plus the projected enrollment increase in order to assure availability of funds for maintenance of educational programs for all pupils without further shifts to the property tax.

2. Support a structure in which school aids are established as the only use of actual sales tax revenues in order to eliminate competition in the use of funds for worthwhile purposes (school aids vs. school property tax credits or the DPI budget).

3. Support efforts to broaden the sales tax for the purpose of providing an alternative source of funds to relieve the school property tax.

4. Support exclusion of all debt service from the property tax rate freeze so that investors in municipal debt instruments are certain that adequate provisions are made for repayment.

5. Support a property tax rate freeze that excludes all debt service and provides that per pupil revenues will increase at the inflation rate for all pupils, if and only if changes are made to the mediation/arbitration law as detailed below.

6. Support the primary cost ceiling freeze or a slight increase and the reduction of the secondary valuation from 106% to 100% of state average in order to concentrate more state aids in relatively poor, low spending districts.

7. Support a low income weighting factor in order to provide additional resources to meet extraordinary needs attributable to concentrations of poverty.

8. Oppose funding non-resident tuition from equalized aid and support full funding through a separate appropriation in order to prevent a drain on equalized aid.

9. Oppose two additional pupil count days as an unnecessary administrative burden.

10. Support 50% aid for EEN and bilingual/ESL programs in order to maintain an appropriate aid level to serve these special populations.

11. Provide full funding for TIF aid and ignore TIF values in the equalized formula so that school districts are not required to subsidize municipal economic activity and untaxed (for school purposes) TIF property is not treated as taxable property in the equalized aid formula.

12. Support continuation of a more focused at risk program which provides greater aid only for successful performance in order to target limited resources in a more efficient way.

13. Oppose sunset of Chapter 220 in order to assure parents and students that the program is permanent and ongoing.

14. Support continuation of desegregation settlement funded programs with a preference for low income children in the all day 5 year old kindergarten program in order to assure program continuity in an effective manner.

15. With the approval of the Coordinating Council, support phase out of bonus aid in favor of a financial incentive to encourage greater participation by suburban school districts.

16. Oppose an increase in the maximum number or the proportion of private school choice pupils allowed to attend a private school at MPS expense so that the program is not expanded before academic benefits can be demonstrated; if any increase beyond 49% is adopted, the Board will support that the schools be required to comply with state standards and that 1% of the student be exceptional education students.

17. Oppose the use of habitual truancy as the basis for learnfare sanctions and also as the basis for expansion for the projects that are 6 to 12 in order to prevent a substantial increase in the number of sanctions.

18. Support broad MPS authority to contract for educational services.

19. Support item arbitration, an opportunity for the Board to prevent arbitration of salary increases by making an offer at the Consumer Price Index, and modification of the factors to be considered by the arbitrator, but excluding the shortened timelines.

20. Support a CPI minimum state aid growth rate to assure that non-property tax revenue growth keeps pace with personnel costs and inflation.

21. Support modification of the alternative compliance proposal to allow the state superintendent to annually waive or modify any of the listed educational statutes for a sound educational purpose in order to provide an opportunity for greater operating flexibility and effectiveness.

22. Support repeal of the teacher tenure statutes prospectively so that the issue can be negotiated in the collective bargaining process.

23. Support easing the burden of proof for teacher license revocation and broadening the state superintendent's revocation authority in order to remove an administrative impediment to initiation of revocation proceedings.

24. Support professional licensing reciprocity in order to increase the supply of professionals available for employment in a school district.

25. Support VTAE Board certification of teachers in the tech prep/school-to-work program at state expense so that VTAE Board actions do not have the effect of increasing school district costs.

26. Oppose the Governor's charter school definition, and support the Board's resolution of January 29, 1992, amended to read as follows:

> BE IT RESOLVED, That the Board approve the following legislative proposal for submission to the Governor and the Legislature for the January legislative session with the understanding that it may be modified based on discussions with the MTEA and the Administrators' and Supervisors' Council:
>
> Authorize the Milwaukee Board of School Directors to establish charter schools by contracting with groups or individuals to operate said schools.. Every contract to operate a charter school must include: (1) specific academic outcomes by which the school will be measured; (2) a plan for staffing, governance, administration and parent involvement at the school; (3) a financial plan, including provisions for financial audit, liability insurance and other insurances required by the Board; (4) provisions for timely notice, liquidation of assets and assumption of obligations in the event of termination; and (5) provisions for periodic and annual reports to the Board.
>
> Each charter school shall: (1) provide an educational program that is innovative, an alternative to, or otherwise different from, programs available at any MPS-operated school; (2) provide the contracted programs free and without charge for tuition; (3) comply with applicable state laws on pupil records, pupil discrimination and all health and safety laws and rules that apply to public schools; (4) comply with all applicable federal laws on confidentiality of pupil records; drug abuse education; and discrimination based on race, color, national origin, sex, age or handicapping condition; and (5) be nonsectarian in its programs, admission policies, employment practices and all other operations.
>
> If an existing MPS-operated school were to become a charter school, then staffing of the charter school would be from qualified applicants previously at the MPS-operated school, and from other qualified applicants, without regard to seniority or tenure.
>
> ~~Existing schools cannot be candidates for a charter school unless (1) the school already has been designated as a failing school by the Milwaukee Board of School Directors' criteria or (2) the majority of parents and staff agree upon the charter program.~~
>
> A charter school's contract may be terminated for failure to meet academic outcomes, violation of state or federal law, failure to abide by MPS Board policy and/or failure to meet generally accepted standards of fiscal management.
>
> Pupils attending a charter school shall be enrolled at MPS and treated as MPS pupils for state aid, school selection, transportation and general administrative purposes. MPS may grant a leave to any employee who will work at a charter school.

27. Support the school-to-work provisions to improve the employability of graduates and increase the competence of the workforce of the future.

28. Support the TABS program in order to provide a system of community support to counsel truants back to school.

29. Support broadening the property tax base by narrowing the benevolent exemption to a charitable exemption in order to spread the property tax burden more equitably.

30. Support expansion of population served by D.A.R.E. program and a proportionate increase in grant funds without reducing after/summer school AODA grants so that D.A.R.E. is not expanded at the expense of other worthwhile programs.

* * * * *

(ITEM 2) The administration reported that MPS has been invited to participate in an association of school districts (Association for Equity in Funding) created for the purpose of improving financial equity among school districts. With the exception of a separate appropriation for Chapter 220, the goals of the association are identical to those in the MPS Legislative Package and are designed to provide access to equal financial ability by all school districts and to reduce the proportion of school finance now supported by the property tax. Adoption of the Resolution for Fairness in Funding would represent Board support for participation in the association. There is no cost to MPS to participate in the association.

Resolution for Fairness in Funding

WHEREAS, The Wisconsin Constitution, Article X, Section 3, calls "for the establishment of district schools, which shall be nearly uniform as practicable..."; and

WHEREAS, There is a large variance in the cost per pupil from $3,600 per pupil to over $11,000 per pupil; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors support legislation which would change the state's equalization formula back to its 1973 intended purpose and allow it to function as intended--equalizing resources between property-rich and property-poor districts; and be it

FURTHER RESOLVED, The Milwaukee Board of School Directors seek legislation that amends and/or changes those factors which are causing the disequalizing of resources as distributed by current methods.

Your Committee recommends that the resolution be adopted and that the Superintendent be directed to develop a plan and a lobbying strategy for a new funding and spending formula which cuts the property tax in Milwaukee.

* * * * *

(ITEM 3) The administration recommended that the Board support efforts to expand the Right From the Start Program statewide in order to create a healthier more productive community for children to learn in and for families to become more socially and economically self-sufficient by adopting the following resolution:

WHEREAS, The main objective of the Right From the Start Program is to provide an array of collaborative, comprehensive, community-based, culturally competent, preventive and supportive services conducive to healthy family growth and development; and

WHEREAS, The Right From the Start initiative is directed toward early intervention to prevent social problems, minor ailments and health problems from becoming major threats to a child's health and educational development; and

WHEREAS, The prevention services will assist families in preparing their children for school and improving the chances for school success and result in strengthening families, reducing dropout rates, increasing employability; lessening juvenile delinquency, reducing child abuse and neglect and preparing children to go to school ready to learn; and

WHEREAS, The Supporting First Time Parents program has successfully served thousands of Milwaukee County first time parents through collaborative services and serves as an appropriate model for the initiative called for in Right From the Start and for expansion to counties across the state of Wisconsin; and

WHEREAS, The proposed expansion of Right From the Start will provide support and help to families before serious problems occur and provide services like needs assessments for families, home visiting services for families in need and family support resources for families until their children begin school; and

WHEREAS, Public, private, Federal, State and local resources will be utilized to fund the statewide expansion of Right From the Start; now, therefore, be it

RESOLVED, That the Board support efforts to expand the Right From the Start Program statewide in order to create a healthier more productive community for children to learn in and for families to become more socially and economically self-sufficient.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 4) The administration reported that, unlike all other school districts in the state, MPS does not have explicit statutory power to destroy its own obsolete school records. This is apparently a matter of legislative oversight and has only recently been brought to the district's attention.

In order to remedy the problem, the administration is recommending that Section 19.21 (6) of the statutes be amended to authorize MPS to destroy obsolete school records.

Your Committee recommends that the Board support legislation to amend Section 19.21 (6) of the statutes to authorize MPS to destroy obsolete school records.

* * * * *

Director Mallory moved for adoption of the report of the Committee of the Whole.

The report was adopted, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, O'Connell, Small and President Mitchell—6

Noes—None.

Temporarily absent—Director O'Neil.

The Board adjourned at 9:25 PM.

RONALD J. VAVRIK

Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 10, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 5:26 PM.

Present—Directors Bills (6:11), Johnson, Lucey, Mallory, O'Neil, Sinicki, Small (6:06) and President Mitchell—8.

Absent and excused—Director O'Connell—1.

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

March 8, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Wednesday, March 10, 1993, at 5:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of formulating strategies concerning collective bargaining negotiation matters.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1)(e), may retire to executive session to deliberate these matters and 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 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Mallory 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, Mallory, O'Neil, Sinicki, and President Mitchell—5.

Noes—Johnson—1.

The Board retired to executive session at 5:28 PM.

The Board adjourned from executive session at 6:17 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 17, 1993

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

Present—Directors Bills, O'Connell, Sinicki, Small and President Mitchell—5.

Absent and excused—Directors Johnson, Lucey, Mallory and O'Neil—4.

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

March 11, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 5:30 PM, Wednesday, March 17, 1993, 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 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 6:00 PM this same evening.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell 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 Bills, O'Connell, Sinicki, Small and President Mitchell—5.

Noes—None.

The Board retired to executive session at 6:16 PM.

The Board adjourned from executive session at 6:36 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 22, 1993

Special meeting of the Board of School Directors called to order by President Mitchell at 6:28 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, and President Mitchell—5.

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

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

March 11, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, March 22, 1993, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, giving hearing, considering and possibly taking action on the report of the MPS Historically Underutilized Business Program Advisory Council.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director O'Connell moved that the Board resolve itself into a Committee of the Whole for the purpose of receiving, giving hearing, considering and possibly taking action on the report of the MPS Historically Underutilized Business Program Advisory Council.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, and President Mitchell—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:30 PM.

The Board rose from the Committee of the Whole at 7:48 PM.

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

REPORT OF THE COMMITTEE OF THE WHOLE.

Your Committee reports having given hearing to interested parties regarding the report of the MPS Historically Underutilized Business Program Advisory Council.

Your Committee recommends:

1. That the Board accept the Report of the Historically Underutilized Business Program Advisory Council and thank the Council members for their dedication and hard work.

2. That the following Policy Statement and Policy be adopted to replace any and all prior policies regarding minority, women and/or disadvantaged business utilization.

POLICY STATEMENT

It is the declared policy of the Milwaukee Public Schools' Board of School Directors and its Administration to aid, assist and protect, insofar as is possible, the interests of Historically Underutilized Business (HUB) concerns in order to preserve free competitive enterprise, to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS be placed with HUBs. MPS shall also strive to develop the actual and potential capacity of HUBs. The preservation and expansion of free competition is basic to maintain and strengthen the overall economy of the Metropolitan Milwaukee community.

POLICY

Based on the disparity study of 1992, it is the Board's intent to establish and direct the HUB Program to:

A. Strengthen the efficiency and fairness of general procurement procedures and practices to increase opportunities for contracting with M/WBEs;

B. Rename the M/W/DBE Program the Historically Underutilized Business (HUB) Program in order to present a more accurate perception of the office and its mission;

C. Determine specific levels of M/WBE participation on a contract by contract basis, taking into consideration contract size and the availability and potential of M/WBEs. Overall goals will be established annually;

D. Establish or continue race-neutral programs for bonding, insurance, training and outreach that are not prohibitive to M/WBE utilization.

E. Establish insurance requirements which are not more restrictive than necessary to protect the public's interest and provide appropriate protection;

F. Establish administrative procedures regarding the prompt payment by prime contractors to subcontractors and develop and publicize MPS prompt payment procedure;

G. Develop uniform contracting methods system-wide, so that decentralization measures do not perpetuate the effects of current and past discrimination by preventing M/WBEs from learning about public contracting opportunities;

H. Establish a more comprehensive contract reporting and monitoring system to provide accurate information for construction, professional services, and procurement contracting;

I. Inclusion of field visits in monitoring M/WBE participation;

J. Develop monitoring procedures for all decentralized and discretionary purchases which include systematic reporting to the HUB Program Office;

K. Implementation of a local preference program for all contracting opportunities when feasible, includes investment activities consistent with meeting the district's fiduciary responsibilities;

L. Establish a formal policy for joint venture certification and recognition of mentoring relationships;

M. Establish preference for vendors who are, at the time of bid submission, conducting Board approved programs for the training, employment, or continuing education of present or former Milwaukee Public School students. The purpose of this preference is to encourage vendors to undertake such programs which will benefit students and, in the long run, lead to the formation of additional M/WBEs.

N. Ensure that the HUB Office maintains independent oversight of all MPS procurement, professional service and construction activities relating to HUBs; facilitates expeditious resolution of issues; strengthens reporting systems; and is directly responsible for implementation of the HUB policy; and

O. Develop a statistically based methodology for determining participation levels, to be established on an annual basis, using Utilization Percentage Ratios.

P. The district will, in its sole discretion, accept or reject a bid or all bids if it deems that such would be in the best interest of the district.

3. That the following participation recommendations for Fiscal Year 1993-94 be adopted.

FISCAL YEAR 1993-1994
HUB PARTICIPATION RECOMMENDATIONS
GOALS AND SUBGOALS

CONTRACT CATEGORY	TOTAL M/WBE GOAL	SUBGOALS MBE	SUBGOALS WBE
PROFESSIONAL SERVICES	35%	20%	15%
PROCUREMENT	25%	15%	10%
TRANSPORTATION	12%	12%	0*
CONSTRUCTION			
PROFESSIONAL SERVICES (Architects, Engineers, Construction Managers)	40%	35%	5%
GENERAL TRADES (Concrete, Masonry, Carpentry, Finishes)	40%	35%	5%
MECHANICAL TRADES (HVAC, Plumbing, Electrical)	30%	25%	5%

* No WBE bus contractors available.

4. That the Board direct the administrator of the HUB Program to submit names, for approval by the Board President, of individuals to serve on the HUB Program Advisory Council. This Council shall be comprised of community members representing various minority, women and majority business interests, the Directors of Facilities & Maintenance Services and Business Support Services along with other MPS personnel as assigned, and the HUB Program Administrator.

5. That the staff be directed to study the participation of Pacific Islanders and report back to the Board within a year with respect to inclusion of this group within the MBE definition.

* * * * *

Director Mallory moved that the Board adopt the recommendations 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 7:49 PM.

ROBERT J. LAWRENCE
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 31, 1993

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:13 PM.

Present—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

Absent and excused—Directors Lucey, Mallory and O'Neil—3.

SPECIAL ORDER OF BUSINESS

Directors Johnson and Sinicki presented the following resolutions:

By Director Johnson:

WHEREAS, the Washington High School Boys' basketball team has recently concluded a most successful season; and

WHEREAS, The team complied a Milwaukee City Conference record of 15 wins and one loss and an overall record of 25 wins and two losses; and

WHEREAS, The team concluded its season by winning the State Class A championship by defeating Stevens Point, Madison West and Sheboygan North in the State tournament; and

WHEREAS, The following students and coaches are members of the team: Brian Avery, Stanley Burdine, Daryl Carter, Reggie Carter, Ewell Clinton, William Grice, Deandre Harris, Nicholas Ivory, Eric Keeler, Maurice Madison, Omar McMillan, Sam Nunn, Angel Rodriguez, David Sykes, James Gordon (head coach), Jay Kenseth and John Ingstrom (assistant coaches) and Po Vang (manager); now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors extend its congratulations to the Washington High School Boys' basketball team for a most successful season; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors extend to each member of the team its best wishes for success in their future academic and athletic endeavors.

By Director Johnson:

WHEREAS, the Washington High School Girls' basketball team has recently concluded a most successful season; and

WHEREAS, The team complied a Milwaukee City Conference record of 16 wins and no losses and an overall record of 24 wins and one loss; and

WHEREAS, The team concluded its season by winning its sectional and advancing to the State Class A basketball tournament; and

WHEREAS, The following students and coaches are members of the team: Tiffany Glosson, Talia Goudy, Tavia Horton, Erica Jackson, Kelly Krueger, Benita Lee, Tameka Lockett, Latanya Parks, Dee Dee Pate, Genetta Springfield, Shanta Springfield, Kena Watkins, Ladonna Young, Myishea

Young, Pam Kruse (head coach), Fred Troutman (assistant coach), and Kashuan Thornhill and Chastity Washington (managers); now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors extend its congratulations to the Washington High School Girls' basketball team for a most successful season; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors extend to each member of the team its best wishes for success in their future academic and athletic endeavors.

By Director Sinicki:

WHEREAS, the Bay View High School Boys' basketball team has recently concluded a most successful season; and

WHEREAS, The team complied a Big Nine Conference record of 12 wins and 4 losses and an overall record of 16 wins and 8 losses; and

WHEREAS, The team concluded its season by winning its sectional and advancing to the State Class A basketball tournament; and

WHEREAS, The following students and coaches are members of the team: Levi Bradley, Kenyari Brown, Cornelius Clark, Alex Davison, Jermaine Dawson, Richard Dodd, Mike Elizewski, Al Fuller, Chester Hall, Reggie Hayes, Eric Jones, Shawn Lewis, Letron Qualls and Oliver Sams, and Phil Jones (head coach), Dwayne Walker and Kevin Berkeley (assistant coaches), and James Stewart (manager); now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors extend its congratulations to the Bay View High School Boys' basketball team for a most successful season; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors extend to each member of the team its best wishes for success in their future academic and athletic endeavors.

The resolutions were adopted by unanimous consent.

APPROVAL OF MINUTES

The minutes of the special Board meetings of February 2, February 3 at 6:00 and 6:30 PM, February 9 and February 17 and the February 24, 1993, regular Board meeting were approved as printed.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the Community Relations-Social Development Commission presenting its first quarter billing for 1993.

Referred to the Committee on Finance and Facilities.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

March 31, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedure, 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 Mary Hickey by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Dejuan Clark, a minor and his mother, Brenda Clark, for injuries allegedly sustained by Dejuan Clark at the Grand Avenue Middle School on March 6, 1992.

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

2. Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors and Victor Brazil by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Arthur Hiley, a minor and his mother, Wanda Hiley, for injuries allegedly sustained by Arthur Hiley at the Burroughs Middle School on May 7, 1990.

   Claim is made in the sum of $250,000.

3. Notice of Claim for Damages filed against the City of Milwaukee, Milwaukee Public School District, Milwaukee Public School District, Milwaukee Board of School Directors and Willie Jude by Ms. Lynn Zuehlsdorf-Mack, attorney, on behalf of Avery Nimox, a minor and his mother, Earlean Guy, for injuries allegedly sustained by Avery Nimox at the Madison High School on April 22, 1991.

   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 has requested that the Board disallow these claims.

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 O’Connell, the claims were disallowed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

Noes—None.

SUPERINTENDENT'S COMMUNICATION

March 31, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

The increasing level of violence our students face outside our school buildings is of mounting concern to members of the Board of School directors, the Milwaukee Public Schools' employees, and the community at large. The March 18 shooting outside Walker Middle School, as well as the increasing number of weapons cases in MPS this year, are examples of how violence in our community is greatly impacting our children and their everyday lives.

Board of School Directors' Vice-President Mary Bills requested that the administration develop a MPS Youth Summit on Violence. The goal of the summit would be to pull together a representative group of students from each K-8, middle school, high school, and alternative school prior to the end of the school year. In preparation for the Youth Summit, each school involved would be asked to develop a way where students in that school could voice their concerns and possible solutions on violence. A representative of each school would then be selected to attend the city-wide Youth Summit to share information and ideas. The results will be shared with the Board of School Directors and with the Mayor's Task Force on Youth Violence for their consideration and possible action.

If we as a community are to truly address the impact of violence on our children, we must listen to what our children have to say about violence. Their comments and concerns are the collective voice of experience on this issue. I recommend that the Board authorize the administration to proceed as indicated above.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Bills moved to approve the Superintendent's recommendation.

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

Ayes—6; Noes—0.

JOINT COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

(Item 1)

March 31, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

On February 1, 1993, the Department of Facilities and Maintenance Services submitted an application to the Department of Natural Resources for a Waste Reduction and Recycling Demonstration Grant to implement a recycling program for milk cartons and drink boxes. The grant will provide 50% of the cost of the project with the remaining cost to be provided through in-kind services by the district. The grant amount would be $32,005.

Normally, the administration would bring this matter to the Board after some indication was provided to us that there was some likelihood of our success. In this instance, the district has been notified by the Department of Natural Resources that Board approval must accompany this application.

We are therefore recommending that the board authorize the administration to apply to the Department of Natural Resources for a Waste Reduction and Recycling Demonstration Grant in the amount of $32,000 for the purpose of recycling milk cartons and drink boxes.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Bills moved to approve the recommendation of the Superintendent and Secretary-Business Manager.

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

Ayes—6; Noes—0.

(Item 2)

March 31, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

In November 1990, The Redevelopment Authority of the City of Milwaukee issued $47.7 million of Development Revenue Bonds for the purpose of financing the construction of the Milwaukee Education Center and the Grand Avenue Middle School. These buildings are owned by a non-profit organization and leased to the Milwaukee Public Schools.

The bond issue was composed of $20.9 million of current interest serial bonds which are non-callable, and $26.8 million of serially maturing capital amortization bonds callable on September 1, 2000.

Since September, 1992, the Director of Finance and Interim Secretary-Business Manager have been working with the City Comptroller to realize a benefit through refinancing at a lower rate. Given the current marker conditions, MPS could save somewhere between $850,000 and $1,600,000 as net present value savings. The exact amount of net present value savings remains contingent upon the market conditions that exist at the time of the bond offering.

In order to implement the refinancing, the Superintendent and Interim Secretary-Business Manager are recommending that the Board adopt the following Resolution approving amendments to a lease relating to the Grand Avenue School and the Milwaukee Education Center:

WHEREAS, This Milwaukee Board of School Directors (the "Board"), in the name of the City of Milwaukee (the "City") has previously entered into a lease dated as of November 1, 1990 (the "Lease") with Wisconsin Preservation Fund, Inc., as landlord (the "Landlord"), regarding the properties known as the Grand Avenue School and the Milwaukee Education Center; and

WHEREAS, Funds for the acquisition and renovation of the Grand Avenue School and the Milwaukee Education Center were financed through the issuance by the Redevelopment Authority of the City of Milwaukee (the "Authority") of its $47,730,866.30 Development Revenue bonds (2430 West Wisconsin Avenue Project and 1600 North Martin Luther King, Jr. Drive Project) (the "1990 Bonds"); and

WHEREAS, Payment of the 1990 Bonds is secured in part by a pledge and assignment by the Landlord of rentals paid under the Lease; and

WHEREAS, The Landlord has requested that the Authority issue its development revenue refunding bonds (the "Bonds") for the purpose of refunding a portion of the 1990 Bonds; and

WHEREAS, In connection with the proposed refunding of a portion of the 1990 Bonds, the Landlord has requested that this Board enter into certain amendments to the Lease, a copy of which have been presented with this Resolution; and

WHEREAS, The underwriters for the Bonds have provided an estimate of the savings in Lease rental payments which could be achieved, based on their estimate of current market rates for obligations similar to the Bonds, through refunding the 1990 Bonds and amending the Lease, as set forth in Schedule A attached to this Resolution;

WHEREAS, This Board deems it in the best interests of the Milwaukee Public Schools to enter into the proposed amendments to the Lease, subject to certain terms and conditions hereinafter set forth; and

WHEREAS, This Board wishes to authorize its Superintendent or his designee to take such actions as may be necessary or desirable to facilitate the offering and sale of the Bonds to investors; now, therefore, be it RESOLVED BY THE MILWAUKEE BOARD OF SCHOOL DIRECTORS THAT:

1. The Superintendent or his designee is hereby authorized, for and in the name of this Board, to consent to the sale of the Bonds to the underwriters, at such price and with the Bonds maturing on such dates and bearing interest at such rates, as the Superintendent or his designee shall approve, subject to the condition that the rental payments required under the related amendments to the Lease will result in a present value savings (determined in a manner consistent with the methodology set forth in Schedule A hereto), of at least $850,000. The Superintendent or his designee is further authorized to execute, for and in the name of this Board, a bond purchase agreement regarding the sale of the Bonds to the underwriters, having such terms and conditions not inconsistent with this resolution as the Superintendent or his designee in his discretion shall approve, his execution thereof to constitute conclusive evidence of such approval.

2. Subject to the condition set forth in Section 1 of this resolution, the President of this Board and the Superintendent or his designee are hereby authorized, on behalf of this Board and in the name of the City, to execute and deliver the amendments to the Lease in substantially the form thereof presented with this resolution, or with such further insertions therein or corrections thereto as shall be approved by them consistent with this resolution, their execution thereof to constitute conclusive evidence of their approval of any such insertions and corrections.

3. In connection with the sale of the Bonds, this Board hereby authorizes the distribution of a Preliminary Offering Circular with respect to the Bonds in such form as the Superintendent or his designee shall approve. The Superintendent or his designee is hereby authorized, for and in the name of this Board, to execute and deliver the Offering Circular with respect to the Bonds, in such form as the Superintendent or his designee shall approve, his execution thereof to constitute conclusive evidence of his approval of the Offering Circular. The Superintendent or his designee is further authorized to take such action prior to the sale of the Bonds, for and in the name of this Board, as may be necessary to deliver to the Underwriters an offering circular with respect to the Bonds which shall be "deemed final" as of its date for purposes of Rule 15c2-12 of the Securities and Exchange Commission.

4. The President of this Board, the Superintendent and the appropriate deputies and officials of this Board in accordance with their assigned responsibilities are hereby each authorized to execute, deliver, publish, file and record such other documents, instruments, notices and records and to take such other actions as shall be necessary or desirable to accomplish the purposes of this resolution and to comply with and perform the obligations of this Board under the bond purchase agreement, the Bonds and the amended Lease.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

RONALD J. VAVRIK
Interim Secretary-Business Manager

Attachment

Director Bills moved to approve the recommendation of the Superintendent and Secretary-Business Manager to adopt the resolution.

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

Ayes—6; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of February 3, 1993, through February 26, 1993, 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. 18525 to 21740, inclusive

Payrolls (net of withholdings)	$17,418,088.35	
Accounts	$39,298,449.58	
		$56,716,537.93

CONSTRUCTION FUND

Accounts, Voucher Nos. 641 to 721, inclusive

Accounts	$330,149.26

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 745 to 833, inclusive

Payrolls (net of withholdings)	$127,637.59	
Accounts	$246,995.81	
		$374,633.40

TOTAL $57,421,320.59

JOYCE MALLORY
Chair

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

Ayes—6; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and Secretary-Business Manager presented a joint report to the Committee recommending the following appointments, promotions, changes in status, reinstatement and return from leave. Your Committee recommends that these appointments, promotions, changes in status, reinstatement and return from leave be, and they hereby are, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Scott Beaudry	Plumber	12-28-92
Fac. & Main. Serv.	$20.33/hr.($40,660.00/yr.) (Replacement for promotion)	
Debra CobusClerk Typist I	02-03-93	
Ex. Ed. & Supportive Services	$15,138.50/yr. (Replacement for retirement)	
Larry Curry	Sheet Metal Apprentice	01-11-93
Fac. & Main. Serv.	$6.97/hr.($13,940.00/yr.) (Replacement for promotion)	
Sharon Dudek	Food Service Manager Trainee	03-01-93
School Nutrition	$7.05/hr.($10,772.40/yr.) (Replacement for promotion)	
Christopher Ferguson	Food Service Manager Trainee	01-25-93
School Nutrition	$7.05/hr.($10,772.40/yr.) (Replacement for promotion)	
Salvatore Gagliano	Food Service Manager Trainee	01-25-93
School Nutrition	$7.05/hr.($10,772.40/yr.) (Replacement for promotion)	
Kevin Hansen	Carpenter	01-18-93
Fac. & Main. Serv.	$17.81/hr.($35,620.00/yr.) (Replacement for retirement)	
Stephanie James	Clerk Typist I	01-25-93
21st	$12,551.33/yr. (Replacement for resignation)	

Leslie Johns	Food Service Manager Trainee	03-01-93
School Nutrition	$7.05/hr.($10,772.40/yr.) (Replacement for promotion)	
Bernadette Langford	Community Aide	01-04-93
Community Relations	$7.45/hr.($15,496.00/yr.) (New position)	

Name and Assignment	Position and Salary	Date
	APPOINTMENTS, continued	
Timothy Maciolek	Office Equipment Technician	04-01-93
Fac. & Main. Services	$28,714.14/yr. (New Position)	
Daniel Nelson	School Engineer I	02-08-93
Fac. & Main. Services	$24,254.62/yr. (Replacement for promotion)	
Patricia Schubert	Clerk Typist I	03-01-93
Thurston Woods	$12,551.33/yr. (Replacement for resignation)	
Curtis Sickinger	Office Equipment Technician	04-01-93
Fac. & Main. Services	$28,714.14/yr. (New Position)	
Yvonne Smith	Community Aide	01-04-93
Community Relations	$7.45/hr.($15,496.00/yr.) (New position)	
Wren Solares	Clerk Typist I	02-01-93
Parkman	$12,551.33/yr. (Replacement for retirement)	
Carol Stanley	School Secretary I	03-01-93
Community Relations	$21,965.96/yr. (Replacement for transfer)	
Linda Williams	School Secretary I	03-08-93
Sherman	$17,878.00/yr. (Replacement for retirement)	
Bridget Wiseman	Clerk Typist I	02-01-93
Parkman	$15,700.88/yr. (Replacement for transfer)	
	PROMOTIONS	
Angelica Amparo	School Secretary I	01-27-93
65th	$14,356.89/yr.	

Patricia Burns 38th	Food Service Manager II $12,666.91/yr.	01-14-93
Carla Eckert Lincoln Middle	Food Service Manager II $12,666.91/yr.	01-14-93

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Marlene Erickson Townsend	School Secretary I $14,356.89/yr.	02-23-93
Darryl Evans Bay View	Boiler Attendant $22,267.18/yr.	03-01-93
Dawn Finnegan Maple Tree	Food Service Manager II $12,666.91/yr.	02-11-93
Paula Forest Hawthorne	School Secretary I $14,356.89/yr.	02-23-93
LeCrystal Griffin Lloyd	Food Service Manager I $11,806.56/yr.	01-04-93
Angela Henderson Holmes	School Secretary I $14,356.89/yr.	02-23-93
Shirley Jackson Dover	School Secretary I $14,356.89/yr.	03-08-93
Michael Jines 27th	School Engineer II $30,963.66/yr.	02-08-93
Sherman Johnson Pulaski	Boiler Attendant $22,267.18/yr.	02-14-93
Sandra Jones MacDowell	Food Service Manager II $14,012.18/yr.	10-13-92
Robert Kopecki Warehouse & Delivery Serv.	Material Handler II $27,427.92/yr.	01-31-93
Joan Krieger Meir	Food Service Manager I $12,269.84/yr.	01-13-93
Beth Love School Nutrition	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.)	01-25-93
Lisa Medill	Account Clerk I	02-01-93

Department of Finance	$22,809.80/yr.	
Mary Morgan	Food Service Manager Trainee	03-01-93
School Nutrition	$7.14/hr.($10,909.92/yr.)	
Shelia Nelson	Food Service Manager Trainee	03-01-93
School Nutrition	$7.05/hr.($10,772.40/yr.)	

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Mark Reszczynski Fac. & Main. Serv.	School Engineer I $27,571.96/yr.	02-01-93
Mary Stapenek Trowbridge	School Secretary I $14,356.89/yr.	02-23-93
Richard Swope Fac. & Main. Serv.	School Engineer I $24,254.62/yr.	02-01-93
Linda Taper Goodrich	Food Service Manager II $12,666.91/yr.	01-14-93
Andre Terry Roosevelt	Boiler Attendant $21,319.48/yr.	02-01-93
Jeffrey Terry Roosevelt	Boiler Attendant $22,267.18/yr.	02-15-93
Alfred Weber Fac. & Main. Serv.	School Engineer I $27,571.96/yr.	02-01-93
	CHANGES IN STATUS	
Jayne Alberti * Burroughs	School Secretary I $14,944.00/yr.	03-01-93
Morris Anderson ^ School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	02-15-93
Sydney Boyd # Student Services	Clerk Typist I $15,138.50/yr.	03-01-93
Roy Brown ^ School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.)	02-15-93
Jacquede Chambers # Golda Meir	Clerk Typist I $12,551.33/yr.	02-23-93

Vonda Connor #	Clerk Typist I	02-23-93
31st	$12,551.33/yr.	
Ronald Ferrill ^	School Safety Aide	02-15-93
School Safety	$7.45/hr.($10,966.40/yr.)	
Susan Greis #	Clerk Typist I	02-15-93
Student Services	$15,138.50/yr.	

Name and Assignment	Position and Salary	Date
	CHANGES IN STATUS, continued	
Joan Gruszczynski #	Clerk Typist I	01-11-93
Hartford	$12,551.33/yr.	
Colleen Hehling =	Community Aide	01-04-93
Community Relations	$7.79/hr.($16,203.20/yr.)	
Rosalyn Hoskins #	Clerk Typist I	02-23-93
Keefe	$12,551.33/yr.	
Kenneth Jones ^	Community Aide	01-04-93
Community Relations	$7.45/hr.($15,496.00/yr.)	
Hattie Johnson #	Handicapped Children's Assistant	01-04-93
Browning	$10,168.20/yr	
Gary Kowalski ^	School Safety Aide	02-15-93
School Safety	$7.45/hr.($10,966.40/yr.)	
Nettie McCullum ^	School Safety Aide	02-15-93
School Safety	$7.45/hr.($10,966.40/yr.)	
Chandra Reed #	Clerk Typist I	03-08-93
Lincoln Middle School	$12,551.33/yr.	
Daniel Ruiz ^	School Safety Aide	02-15-93
School Safety	$7.45/hr.($10,966.40/yr.)	
Susan Sayers #	Clerk Typist I	03-01-93
Clement	$12,551.33/yr.	
Francesco Spera ^	School Safety Aide	02-15-93
School Safety	$7.45/hr.($10,966.40/yr.)	
Raymond Torres =	Community Aide	01-04-93
Community Relations	$8.49/hr.($17,659.20/yr.)	

* From a 12 month to a 10 month position
= From a School Safety Aide position
\# From substitute to regular
^ From a General Aide position

REINSTATEMENT

Angelous McKinnie	School Secretary I	01-19-93
Chapter I	$18,240.44/yr.	

RETURN FROM LEAVE

Deborah Damask	School Secretary I	01-26-93
Department of Finance	$21,965.06/yr.	

* * * * *

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

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 8, 1992, and September 18, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Maureen M. King Elementary	B	25,424	2	09-10-92
(r)	Michelle M. Fogeltanz Early Childhood	B	24,268	1	09-15-92
	Effective between October 15, 1992, and October 27, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(a)	Marick A. Rozek Elementary	B	23,113	0.5	10-26-92
	Effective between November 23, 1992, and December 4, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Theresa M. Basile Elementary	B	23,113	0	11-30-92
(r)	James P. McHale Elementary	B	23,113	0	12-02-92
	Effective between December 7, 1992, and December 17, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Helen A. Biever C.D.	B	24,268	1	12-16-92
	Effective between December 18, 1992, and January 13, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)(b)	Patricia E. Cvejic Art (.6)	BB	190.59/Day	9.5	01-04-93
(r)	Kathleen H. Fitzgerald Elementary/Grade 3	B	23,113	0	01-04-93
(r)	Sara M. Gentile Speech Pathologist	B	23,113	0	01-04-93

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between December 18, 1992, and January 13, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(a)	Bobby L. Johnson English/History	BB	25,482	0.1	01-04-93
(nr)	Deanna M. Krieg Elementary	B	23,113	0	01-04-93
(r)	Juan A. Lugo Elementary/Bilingual	B	23,113	0	01-04-93
(nr)	Ruth H. Schmidt Speech Pathologist	B	23,113	0	01-04-93
(r)	Liesl M. Spielmann Upper Elementary	B	23,113	0	01-04-93
(r)	Mary A. Befi Elementary	B	24,268	1	01-08-93
(r)	Fred R. Kyles Elementary/Grade 3	B	23,113	0	01-11-93
(nr)	Ellen M. Maas Speech Pathologist	B	23,113	0	01-13-93
	Effective between January 14, 1993, and January 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Kristin M. Schwartz Kindergarten	B	23,113	0	01-18-93
(r)	Jean E. Walenta L.D.	B	24,268	1.5	01-18-93
(r)	Jeri E. Agee Elementary	B	23,113	0	01-25-93
(r)	Heather B. Akida Elementary/Grade 1	B	23,113	0	01-25-93
	Effective January 14, 1993, and January 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	John R. Blanchard Upper Elementary	B	23,113	0	01-25-93
(r)	Shari D. Broaden Upper Elementary	B	23,113	0	01-25-93

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective January 14, 1993, and January 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(b)	Gideon T. Brown Reading	B	36,978	13	01-25-93
(r)	Myrte M. Campbell English/History	B	23,113	0	01-25-93
(r)	Martin Childs, Jr. Grade 6	B	23,113	0	01-25-93
(r)	Dorothy D. Christiansen English	B	23,113	0	01-25-93
(r)	Mark A. Douglas E.D.	B	23,113	0	01-25-93
(r)	David A. Eisch Vocal & Instrumental	B	23,113	0	01-25-93
(r)	Jodie J. Faust L.D.	B	23,113	0	01-25-93
(nr)	Lisa M. Ginger Elementary	B	23,113	0	01-25-93
(r)	Jo Ellen K. Haberlie EC:EEN	B	23,113	0	01-25-93
(r)	Gregory S. Karvelas E.D.	B	24,268	1	01-25-93
(r)	Kristina M. Kulak Upper Elementary	B	23,113	0	01-25-93
	Effective between January 14, 1993, and January 26, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(b)	Maxine W. Lawrence Guidance	D	43,914	21.3	01-25-93
(r)	Fannie M. Lawson Reading	B	27,735	4	01-25-93
(nr)	Michelle D. LeMieux L.D.	B	23,113	0	01-25-93
(r)(a)	William P. Mosiman E.D.	B	28,891	5.8	01-25-93

	Teachers - Schedule I	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)	Jack R. Nickerson Grade 8/Science	B	23,113	0	01-25-93
(nr)	Mari P. Rosenberger Upper Elementary/Reading	B	23,113	0	01-25-93
(r)	Marciane B. Stanzel C.D.	D	36,819	9.6	01-25-93
(r)	Shauna D. Wilson Upper Elementary	B	23,113	0	01-25-93
(r)	Larry O. Woods, Jr. E.D.	BB	26,695	2	01-25-93
	Effective between January 27, 1993, and February 8, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Michelle T. Simons Upper Elementary	B	23,113	0	01-29-93
(nr)(b)	Karen L. Cook C.D.	B	32,356	6.3	02-01-93
(r)	Colleen A. Fredelake L.D.	B	23,113	0	02-01-93
(r)	Rochelle M. Sanders Upper Elementary	B	23,113	0	02-01-93
	Effective between January 27, 1993, and February 8, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Cheryl L. Williams Upper Elementary	B	23,113	0	02-01-93
(r)(b)	Larry K. Iwen C.D.	B	28,891	5.1	02-05-93
(r)	Ellen M. McElwee Occupational Therapist	B	23,113	0	02-08-93
(nr)	Sally R. Noldin L.D.	C	26,117	0	02-08-93
(r)	Allan A. Szivulka Upper Elementary	B	24,268	1.5	02-08-93

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between February 9, 1993, and February 22, 1993, inclusive:				
(nr)	Cheryl A. Moseley C.D.	B	23,113	0	02-11-93
(r)	Michelle A. Morones Upper Elementary	B	23,113	0	02-12-93
(r)	Sharon L. Binon Upper Elementary	B	23,113	0	02-19-93
(nr)	John F. McGarry Speech Pathologist	B	23,113	0	02-22-93
	Effective between February 23, 1993, and March 5, 1993, inclusive:				
(r)(b)	Cindy L. Oppe L.D.	BB	32,762	7	02-25-93
(r)	Mark C. Ropella English/Social Studies	B	23,113	0	03-01-93
	Effective between March 8, 1993, and March 18, 1993, inclusive:				
(r)	Kerrie L. Ness EC:EEN	B	23,113	0	03-12-93

	School Psychologists - Schedule 05	Salary	Years of Experience Credit	Start Date
	Effective December 18, 1992, and January 13, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:			
(r)	Cynthia J. Barkdull	31,345	0	01-07-93

(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) 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)	Laura Dirnbauer	Assistant Principal Kagel Elementary School	Schedule III, Range 10D $45,419
(r)	Barbara A. Johnson	Assistant Principal LaFollette Elementary School	Schedule III, Range 10D $49,982

(r) Resident

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence amd curtailments of leave be, and they hereby are, granted effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to June, 1993:

Diane Kulas	Kluge	February 8, 1993
Leontine Moore	Siefert	September 30, 1993
Joe Smith	Hamilton	December 1, 1992

Illness leave, to January, 1994:

Cherryl Erlandsson	Fratney / EESS	January 13, 1993

Maternity leave, to January, 1994:

Clare Sydnor	Garland	February 17, 1993

Sabbatical Leave, to January, 1994:

Kathie Free	Walker	August, 1993

Sabbatical Leave, to June, 1994:

Kathryn Augustine	North Division	August, 1993
Lynne Carlstein	Franklin	August, 1993
Aramis Defort	EESS Center	August, 1993
Janice Koloske	Sixty-fifth Street	August, 1993
Sandra Waldon	Pulaski	August, 1993

Personal Leave, to June, 1993:

Janice Koloske	Sixty-fifth Street	March 1, 1993

Extension of Maternity, to June, 1993:

Barbara Moeser	On Leave	January 25, 1993

Extension of Personal Leave, to June, 1994:

Ellen Graan	On Leave	August, 1993
Cheryl Jamrozy	On Leave	August, 1993

CURTAILMENT OF LEAVE

Karen Bradley	—Was granted a Personal Leave from December 1, 1992 to June, 1993. Curtailed as of March 1, 1993.
Joe Smith	—Was granted an Illness Leave from December 1, 1992 to June 11, 1993. Curtailed as of March 1, 1993.

* * * * *

(ITEM 5) 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
Michael M. Bartholomew	Teacher	01-22-93
Betty B. Beay	Teacher	01-22-93
Miriam Ben-Shalom	Teacher	10-09-92
William Brown	Principal	*01-29-93
Susan J. Croft	Teacher	02-22-93
James L. Delagrave	Administrator	09-24-93
Trudy J. DeSimons	Teacher	01-22-93
Jean Ernst	Phy.Therapist	02-26-93
Janine M. Fay	Teacher	02-19-93
Lori A. Flood	Teacher	12-25-92
George Hein	Teacher	01-22-93
Kay T. Jordan	Teacher	12-29-92
Suzanne I. Kozlowski	Teacher	01-22-93
Cora A. Kramer	Teacher	01-21-93
Donna K. Littlehale	Administrator	10-06-92
Cathryn P. Luse	Teacher	01-22-93
Pamela J. McGuire	Teacher	02-26-93
Timothy K. Miller	Teacher	01-06-93
Constance D. Mussomeli	Teacher	01-22-93
Diane M. Regan	Teacher	01-22-93
Michelle A. Savage	Teacher	01-22-93
Paul L. Thomas	Teacher	03-16-93
Michael J. Valadez	Teacher	07-31-92
Wendy A. Zulanch	Teacher	02-19-93

* Corrected Date

* * * * *

(ITEM 6) 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 agreement is provided:

MILWAUKEE PUBLIC SCHOOLS INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOAL TO CONTRACT
SCHOOL YEAR 1992-1993

Districts with Five Year Goals:

District	1992-1993 Settlement Agreement Goals	1992-1993 Seats Made Available Per Contract
Whitefish Bay	370	385

Your Committee recommends that the 1992-1993 Chapter 220 inter-district pupil transfer agreement for the school district of Whitefish Bay be approved.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on November 23, 1992 (Proc., p. 388), the Board referred the following resolution, which was introduced by Director Bills, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Public School system historically had a student assignment process based on neighborhood schools; and

WHEREAS, Court-ordered desegregation resulted in the creation of a number of popular and exemplary city-wide and 55-45% neighborhood specialty schools; and

WHEREAS, The same student assignment process which created specialty schools also caused many students to be reassigned outside of their neighborhoods at a high cost; and

WHEREAS, The current elementary regionalization assignment system has provided some relief from this, but not enough; and

WHEREAS, Changes in the economy are reflected in the school system's changing demographics with greater numbers of poor and working parents; and

WHEREAS, Parents need their school system to provide greater stability and predictability in the student assignment process for their children; and

WHEREAS, MPS needs greater parental involvement in their children's education; and

WHEREAS, The Board has adopted a Facilities Master Plan, one goal of which is to provide students with greater opportunities to attend schools in their neighborhoods; and

WHEREAS, It is the policy of the Milwaukee Board of School Directors to promote and maintain integrated neighborhoods; and

WHEREAS, The cluster system, with a high school and elementary, middle and K-8 schools which fed into it, provided stability for parents and predictability in the assignment process for their children; now, therefore, be it

RESOLVED, That the Administration consider going back to the future with the cluster system, either on a K-8 or a K-12 basis, in the interest of a more stable and predictable student assignment process; and be it

FURTHER RESOLVED, That the assignment process include the continuation and possible expansion of successful specialty schools, as well as the promotion of more integrated schools in integrated neighborhoods.

Prior to the desegregation order, there were six Program and Service Areas (PSA) with two to three clusters assigned to each. A cluster consisted of elementary, middle and high schools that served a specific area. Students residing in a certain attendance area had to attend their attendance area elementary, middle or high school unless a transfer was approved by the administration.

As per the court order, students were allowed to attend their attendance area schools or a school outside of their attendance area if they enhanced racial make-up at the requested school.

Therefore, the student assignment process allowed students to attend school outside the designated attendance area or cluster.

At the November 20, 1991, Board meeting, the Board approved the Transitional Student Assignment Plan. The Transitional Student Assignment Plan organized the district into five (5) elementary assignment regions. Each region was comparable in size and racially balanced. The 1992-1993 school year was the initial year under the Transitional Student Assignment Plan. One of the goals of the plan was to allow as many students as possible to attend a school close to their home. Students who applied for their attendance area school received assignment preference to that school.

At the November 23, 1992, Board meeting, a status report on the Transitional Student Assignment Plan was presented. The report demonstrated that the Plan achieved the first year goals. Of the 92 non-city-wide elementary schools affected by the plan, 51 schools showed an increase in the number of students attending from the attendance area. Twenty-one have had more than a 10% increase. Therefore, the plan has made attendance area schools more accessible to neighborhood students.

The resolution was scheduled for consideration in January, but was postponed pending the outcome of the building referendum.

Your Committee recommends that this item be forwarded to the Board out of Committee without recommendation.

* * * * *

(ITEM 8) 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 March 17, 1993.

A. Affirmative Action Reports for January and February, 1993.

* * * * *

Separate consideration having been requested of Items 2, 6 and 7, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—6; Noes—0.

Item 2 of the report having been set aside for separate consideration as a portion of the teacher appointments were recommended under suspension of Board rule 3.12(4), Director Small moved for suspension of the Board rule and adoption of the report.

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

Ayes—6; Noes—0.

Item 6 of the report, relating to the approval of a Chapter 220 contract having been set aside for separate consideration, Director O'Connell moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Sinicki, Small and President Mitchell—5.

Noes—Director Johnson—1.

Item 7 of the report, relating to a resolution on the cluster system, having been set aside been set aside for separate consideration as it had been forwarded to the Board out of Committee without recommendation, Director Bills moved to add the middle and high schools to the student assignment process and to direct the administration to being back a plan for regional clusters in September, which includes a K-12 specialty feeder pattern, a new expanded definition of integration and racial balance, and an integrated neighborhood component.

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

Ayes—Directors Bills and Small—2.

Noes—Directors O'Connell, Sinicki and President Mitchell—3.

Voting "present"—Director Johnson—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills 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:

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.

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, parents, 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 Curriculum and Instruction and then sent to the Deputy Superintendent before going to the Board of School Directors.

It should be noted that the activities indicated above take place over a period of approximately one year, with most of the work of the committees taking place during the school year -- in this case, the forthcoming 1993-1994 school year.

Your Committee recommends that in accordance with the Textbook Adoption Rules (2.07), it is recommended that the subject areas listed below be opened for textbook adoption:

High School

COMPUTER EDUCATION
Computer Science

FAMILY AND CONSUMER EDUCATION
Introduction to Family and Consumer Education

FOREIGN LANGUAGE
French Levels 3-5

HEALTH EDUCATION
Health Education Grade 9

MATHEMATICS
Advanced Math 3

Middle and Elementary School

HEALTH K-8

SPANISH READING (Bilingual K-8)

* * * * *

(ITEM 2) 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 March 17, 1993.

A. Report on an Audit of School Psychological Services.

B. Report on the 1993 Summer School.

* * * * *

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

Ayes—Directors Bills, Johnson, O'Connell, Sinicki, Small and President Mitchell—6.

Noes—None.

Item 1 of the report, relating to textbook adoptions to be opened for study, having seen set aside for separate consideration, Director O'Connell moved to adopt the report.

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

Ayes—6; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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 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:

WINDOW REPLACEMENT WORK—WASHINGTON IRVING SCHOOL

Nielsen Building Systems, Inc., Sole bidder, base bid of.....$271,977.00

EXTERIOR PAINTING WORK—DIVISION 2—MORSE MIDDLE SCHOOL

Best Painting, Inc., Low bidder, base bid of $32,909.00

ASBESTOS ABATEMENT—DIVISION 2—HOPKINS STREET SCHOOL

Robinson Brothers Environmental, Inc., Low bidder, base bid of.....$33,495.00

**AUDITORIUM ELECTRICAL SERVICE REVISIONS—
MILWAUKEE HIGH SCHOOL OF THE ARTS AT WEST DIVISION**

Roman Electric Co., Inc., Low bidder, base bid of $96,640 plus $600 for mandatory alternate bid E1 .....$97,240.00

ENERGY CONSERVATION—VARIOUS LOCATIONS

Michaels Engineering Inc., Extension of sole source contract for the design of Energy Conservation Project awarded September 30, 1992 .....$37,680.00

* * * * *

(ITEM 2) The Secretary-Business Manager advised your Committee that:

In April 1989, the Milwaukee Board of School Directors awarded a contract to the public accounting firm of Deloitte & Touche to perform audit services as the Board's Independent Certified Public Accountants for years ending June 30, 1989, 1990, 1991 and 1992.

As of June 30, 1992, the district is not under contract with any Independent Certified Public Accounting firm to perform the year ending annual services. Accordingly, a need exists to retain a firm to perform such services for the year ending June 30, 1993.

Currently, the district is in the process of developing the 1993-1994 budget. This process is expected to consume a significant amount of time of the Department of Finance's staff. Bringing in a new audit firm at this time would place additional strains on the staff as staff resources would be necessary to familiarize the firm with district records, policy and procedure.

To avoid overextending district resources, administration has undertaken discussions with Deloitte & Touche relative to the possibility of extending the current contract. Deloitte & Touche is willing to extend the current contract for either one, two or three years for fees indicated below and further has indicated that they will utilize a MBE firm for the duration of the new contract in accordance with the percentages identified below.

	Fiscal Years Ended June 30		
	1993	1994	1995
Deloitte & Touche Maximum Fees	$59,000	$62,000	$65,000
MBE Participation Percentages	15%	20%	25%

Your Committee recommends that Deloitte & Touche be awarded a contract to perform audit services for the Milwaukee Board of School Directors for years ending June 30, 1993, and 1994, in accordance with the fee schedule and MBE participation percentages identified above.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

In June of 1992, the Board of School Directors recommended that authorization be granted to the 16th Street Community Health Center to establish a Wellness Center at South Division High School.

In January, 1993, MPS received a contract for a proposed adolescent health care program at South Division High School. The contract was prepared by Nes Flores Law Offices, representing the 16th Street Community Health Center, a non-profit health care corporation.

The contract is being reviewed by the Division of Risk Management and the Department of Labor Relations, as it has some sub-contracting issues which need to be addressed.

The proposed center would operate in conjunction with the City Health Department and would be called the South Division Wellness Center (SDWC).

The 16th Street Community Health Center would arrange for all personnel required to operate and administer the SDWC including a City Health nurse. These personnel would not be considered MPS employees.

Only students with signed consent forms on file would be eligible to receive treatment provided by the SDWC.

On-site pharmaceuticals would be limited to those necessary for treatment of acute and emergency conditions. No controlled substances would be stored or dispensed at the school-based site.

In cases where students are insured, the sponsor would directly bill insurance for services. Students not having insurance would be serviced at no charge.

The contract was sent to the City Attorney for review, and the City Attorney's Office suggested that the contract may require a suspension of Board rules with respect to billing for services. The opinion of the City Attorney's office is that it is not illegal for the Board to lease its property to third parties who bill for services provided to MPS students. However, such an arrangement has not existed in the past, and, while it is unclear whether any Board rule would be directly violated by this arrangement, there are several Board rules in existence which discourage revenue raising activities on MPS property.

Your Committee recommends that the Board approve the contract with the 16th Street Community Health Center for an adolescent health care program at South Division High School in concept, subject to the contract being ready for Board review prior to the Board meeting.

* * * * *

(ITEM 4) Your Committee recommends that the Business Department be, and it hereby is, authorized to make the following purchases, based upon proposals received pursuant to advertisement and specifications on file:

Grass Cutting and Snow Removal Tractors, 3 each
Dairyland Equipment, Inc., low bidder meeting specifications $31,042.89

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	PTO	$963	Popcorn machine and supplies; copy paper; TV
Allen-field	Catholic Social Services	3,500	KIDS CAN Program
Clarke, Kagel & Siefert Public Policy Forum	Joyce Foundation/ development	72,380	Strategic planning for verbal skills
Clement Ave	PTA	2,265	Three computer systems
Eighty-first St.	School fund	909	Record players and cassette recorders
Fernwood	PTA	2,298	Various school activities and equipment
Grant	PTO	60	Cadet field trip
HS of the Arts	Clifford Gribble	500	Computer, monitor and disk drive
King International	Milw. World Trade Assn.	500	Student attendance-UN Conference
	Wisconsin Bell	12,000	12 computers & monitors
Lady Pitts	Wauwatosa West HS/ Key Club	300	Teddy bears for incentives
Lincoln Ave.	PTO	558	Student of the Month award; volleyball team t-shirts
Lowell	PTO	109	Purchase RIF books
Marshall	Parent Booster Club	300	Warm-ups for cheerleaders

	Journal/Sentinel, Inc.	1,000	Debate and forensics meets
MPS	Alpine Plywood Corp.	9,495	Wood for woodshop classes

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Pulaski	A. O. S.	4,000	1985 GMC Jimmy and 1987 Ford Van
Robinson	Johnson Controls	3,000	Visit to Japan for six students
Scott	PTO	20	Circus chaperones
Seventy-eighth St.	PTA	180	Camcorder tripod and dolly
	Dorothy and Kent Smith	2,443	Computer and accessories
Sholes	Ms. Kathy Pechauer	400	Cutting machine
	PTSO	600	Cutting machine and athletic fund
Silver Spring	Brady Service Company	2,000	TAP award and RIF
Steuben	FISERV	300	Clothing for indigent students
TOTAL		$120,080	

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) The Secretary-Business Manager advised your Committee that:

At its meeting on February 24, 1993 (Proc., p. 538), the Board referred a communication from Mr. Ken Wolf to the Finance and Facilities Committee. Mr. Wolf is appealing the decision of the Division of Transportation Services regarding transportation for his son.

Your Committee reports having given hearing to Mr. Ken Wolf.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on February 24, 1993 (Proc., p. 539), the Board referred the following resolution, which was introduced by Director Lucey, to the Finance and Facilities Committee.

WHEREAS, The Milwaukee Board of School Directors has adopted decentralization and school-based management as guiding principles of its reform efforts over the last several years; and

WHEREAS, The naming of individual schools is a matter that can appropriately be decided at the school level without requiring the involvement of the School Board in each case; and

WHEREAS, The School Board's policy-making role can best be discharged with respect to the naming of schools by providing basic policy guidelines for schools to follow in considering any name change; now, therefore, be it

RESOLVED, That the Administration review existing Board policy on school name changes and develop a new policy that includes appropriate guidelines and eliminates the requirement of Board approval in every case; and be it

FURTHER RESOLVED, That the Administration bring back its policy proposal in this regard for further consideration and possible adoption by the Board.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

On February l6, l993, the Administrative Committee ("Committee") for the Early Retirement Supplement and Benefit Improvement Plan ("Plan") met with the Plan's actuary to review the Plan's actuarial assumptions, a five year retirement experience study and a feasibility study on changing funding methods. This is a Board sponsored early retirement plan for certificated and certain classified administrators and supervisors. The Committee is comprised of two representatives from the Administrators and Supervisors Council and three Board representatives.

Every three years the Committee reviews and recommends changes, when indicated, to Plan assumptions regarding salary increases and interest rate on investment of plan assets. Every five years (approximately) the rates assumed for retirement experience is also reviewed. This is done to ensure that the annual contributions made by the Board and employees to the Plan are in line with current economic conditions and the Plan's experience. This practice has been established by the Committee.

Presented below is a summary of the current and recommended assumption changes as well as the adjustment in the annual contribution to the Plan based on data used for the July l, l992, valuation report. Detailed information was presented by the Superintendent and has been made a part of the minutes of your Committee's meeting of March 18, 1993.

	CURRENT	RECOMMENDED	ADJUSTMENT IN CONTRIBUTION
INTEREST RATE:	8.5%	8.0%	$188,489 increase
SALARY INCREASE:	4.0%**	3.0%**	$131,888 decrease
RETIREMENT RATES:	AGES 55 & 61	SEE EXHIBIT IV	Not Calculated

(** represents estimate of future inflation)

The funding method used since the establishment of the Plan is Entry Age Normal. The entry Age Normal funding method has inherent features which, depending on the makeup of the covered employee group, can lead to a build up of assets in excess of accrued benefit liabilities.

The Projected Unit Credit funding method is an alternate method reviewed and recommended by the Plan's actuary and Committee for approval by the Board. The Projected Unit Credit method would result in a one time reduction in the annual contribution which would be amortized over approximately l0 years. The effect, if adopted for the July 1, 1992, valuation period, would be a $99,86l reduction in the Board's contribution and a $24,965 reduction in the Employee's contribution.

Your Committee recommends that the Board approve the Committee's recommended changes to the Plan's interest rate, retirement rates and salary increase assumptions as detailed in above, effective with the July 1, 1993, actuarial valuation (This would be reflected in the annual contribution payable in June, l994), and that the Board approve the Committee's recommended change to Projected Unit Funding method effective with the July 1, 1992, actuarial valuation (This would be reflected in the annual contribution payable in June, l993).

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

Carryover policies define the circumstances under which budgetary authority can be carried over from one year to the next and who has the ultimate authority for approval. Carryovers are typically applied to four different categories: encumbrances, categorical programs, capital projects

and operating funds. A review of the current policies and practices by the Director of Finance revealed the following:

- The District has no comprehensive, Board approved carryover policies.
- Board review and approval at year-end is not required.
- Carryovers are allowed for routine operations.
- Carryover practices differ for Site Based Management (SBM) schools and non-SBM schools and departments.
- There is no time or dollar limitation on carryovers.
- There are no consequences for overspending budgetary authority.
- No policy exists to deny carryovers if the District would project a year-end deficit.

To address these concerns, several carryover policy options were developed and analyzed. These were reviewed and discussed with principals and directors in a series of five meetings that were held to encourage maximum input and participation.

The final recommendation incorporates the concerns expressed by principals and directors; provides for protection of District finances; provides financial incentives for controlling expenses; provides consequences for overspending; and requires that schools have first access to available funds.

The full report on Carryover Policies, which has been made a part of the minutes of your Committee's meeting of March 18, 1993, recommends the following:

Encumbrances - At year-end, both the encumbrance and the budgetary authority necessary to offset the encumbrance should be automatically carried over to the next year. Annual School Board approval for carryover of encumbrances should not be required.

Categorical Programs - Unspent funds and unrealized revenues at year-end should be automatically carried over to the next fiscal year so that spending can continue until the end of the categorical program period. Unspent funds should lapse at the end of the program period. Annual School Board approval for carryover of categorical program appropriations at year-end should not be required.

Capital Projects - Excess budgetary authority for capital projects should be carried over from one year to the next. Annual School Board approval should not be required.

Operating Funds

Departmental/School Deficits - Year-end deficits incurred should be carried over into the next year. If a school or department incurs a deficit in excess of 3% of the total revised school/department budget: 1) a review should be conducted by a review panel to determine the cause of the deficit and 2) a report should be submitted to the School Board discussing the result of that review. The review panel should consist of Department of Finance staff and an appropriate level principal.

Departmental Surpluses - Carryovers for special projects or planned purchases should be allowed on the basis of written justification. Because of the discretion involved in the use of funds, the School Board should annually review and approve these carryovers.

School Surpluses - Schools should be allowed to automatically carryover a maximum of 1.5% or the total revised school budget each year up to a total accumulated carryover of 3% without written justification or Board approval. Amounts carried over can only be applied to non-position salary accounts. Requested carryover amounts in excess of the maximum may be allowed with School Board approval.

District Deficit - The amount of any projected deficit should determine the extent of the reduction/elimination of carryovers. If the District projects a year-end deficit:

1. First, departmental carryovers should be denied;

2. Second, current year school carryovers should be reduced/eliminated;
3. Last, school carryovers from prior years should be reduced/eliminated.

School carryovers should be reduced based on an evenly applied percentage.

Your Committee recommends that the above identified carryover policies be adopted and that the Department of Finance develop procedures to implement these policies.

* * * * *

(ITEM 10) The Superintendent advised your Committee that the following schools have requested additional budgetary changes within their local school budgets for 1992-1993.

School	Budgetary Change	Cost
Custer	Install Bar Code I.D. System	$10,000
Engleburg	New Attendance System	$12,000
Franklin	+ .5 Assistant Principal	$20,487
Fritsche	+.875 FTE Paraprofessional and Part-Time Certificated	$15,000
Grantosa	New Attendance System	$12,000
Granville	Educational Supplies, Prepared Materials, Non-Textbooks-Library, Out-of State Travel, Office Equipment, and Software	$34,600
Honey Creek	Consultants and Computers	$4,000
South Division	Minor Building Modification	$ 4,000
Thoreau	Substitute Teacher Salaries	$4,200
Wisconsin Avenue	Library Books, Textbooks, and Substitute Teachers	$10,000
Zablocki	Staff Development, General School Supplies	$9,500

Custer High School is requesting a fund transfer from the general aide account to other expenses-general to install the bar code I.D. system in the school.

Engleburg and Grantosa are requesting a transfer of $12,000 per school to purchase the new attendance system. The new attendance system will allow the schools to take advantage of current technology to better monitor student attendance, to better inform parents of attendance and tardiness problems, to more efficiently complete monthly attendance reports, and to initiate referrals for social work intervention with regard to school truancies.

Franklin presently has a full-time assistant principal on its staff. Originally, the school had requested that the assistant principal position be budgeted as follows: .5 board-funded and .5 P5-funded. The P5 Office received late notification from DPI that P5 funds could not be used to pay for school-based administrative positions. This notification, however, will not negatively impact the school's board-funded budget or P5 budget. Upon approval, P5 funds will be used to fund expenditures appropriate for P5 funding which were originally designated as board-funded expenditures; conversely, board funds will be used to fund the .5 assistant principal position originally designated as a P5 expenditure. (The actual salary of the assistant principal is $46,686. The school had originally budgeted $26,199 [average .5 salary] for the assistant principal position. The expenditure exchange will be $20,487).

Fritsche Middle School is requesting a transfer of funds for an additional 35 hour paraprofessional position. They are also requesting funds be transferred to the part-time certificated account to provide extra morning supervision for the remainder of the school year.

Granville is requesting a transfer of $13,000 to purchase additional educational supplies, $8,000 for prepared materials, and $7,000 for library books. In addition, $5,000 is requested for updating

office equipment and $600 for the purchase of computer software. A transfer of $1,000 for out-of-

state travel will allow staff members to attend professional development conferences, seminars, and workshops.

Honey Creek is requesting a transfer of $1,000 for consultants. The staff will be inserviced on portfolio writing. In addition, a transfer of $3,000 is requested for the purchase of computers for classrooms.

South Division allocated $9,100 for general field trips. The school's Harley Davidson Alternative Program no longer needs a special allocation for the transportation of the students who are enrolled in that program. South Division is requesting that $4,000 from this account be transferred so that they can enclose the staff parking lot with a fence to offset the heavy volume of theft and vandalism that has occurred there.

Thoreau is requesting a transfer of $4,200 for substitute teacher salaries. An uncontrollable expenditure (Workmen's compensation for 67 days of absence) necessitates this transfer. Funds are available for this transfer from the teacher salaries account in that under Workmen's Compensation, a school pays 70% of a teacher position. The remaining 30% of the teacher position salary savings will be utilized for the payment of substitute teacher salaries.

Wisconsin Avenue is requesting a transfer of $2,500 for the purchase of additional library books and $2,500 for textbooks. Uncontrollable costs (maternity leaves and extended illnesses) require the transfer of $5,000 to the substitute teacher account. This transfer will assist the school in reflecting actual expenditures within the substitute teacher line item.

Zablocki is requesting a transfer of $3,500 for staff development activities which include conferences, seminars and workshops for staff members. In addition, a transfer of $6,000 is requested for the purchase of general educational supplies; funds in this account are depleted.

Your Committee recommends that the above identified transfers be authorized with funding provided through the local school budget and that any future requests for transfers not include staff for the remainder of this school year, except for compelling reasons related to health or safety.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

The Milwaukee Public Schools are responsible under state and federal regulations to provide a Free Appropriate Public Education (FAPE) for all students with exceptional education needs regardless of the severity of their handicap. Current student enrollments include a number of students with serious medical support needs. Projections indicate that these numbers will increase. In the past, supplemental health care needs were addressed through contractual arrangements with the Milwaukee Health Department.

The Milwaukee Public Schools has received notice that, as of June, 1993, the Milwaukee Health Department will no longer be able to provide the contracted specialized health services. This change is driven by the increasingly complex primary health care needs of the EEN students and the increased public health and community demands placed on the public health nurses of the Milwaukee Health Department. It is agreed by both parties that the needs of the EEN students will best be served by a team of nurses trained and able to deliver the specialty skills and services needed for this population. The general school population and the community will continue to be served by public health nurses with strong community nursing skills.

During the 1991-92 school year, in anticipation of this possibility and in an attempt to develop a cost efficient supplemental health services model that is school and student responsive, the Department of Exceptional Education and Supportive Services began to develop a supplemental

health services model within the Milwaukee Public Schools. Currently two nurse supervisory

positions and six school nurse associate positions are funded through a combination of federal and Board funds.

Funds to assume the supplemental health care services currently provided by the Milwaukee Health Department are available in the contracted service lines of Programs for Students with Cognitive Disabilities and Programs for Students with Physical Handicaps.

In the 1993-1994 budget, the projected annual cost of these services will not exceed monies currently needed to contract for the services. The administration is requesting that the Board approve the transfer of $ 80,310 to expand the existing MPS health services delivery model to students with EEN who have special health care needs. Monies would support the following staff positions:

2.0	FTE	registered nurses;
3.5	FTE	school nurse associates;
1.0	FTE	clerical position.

These funds will also support a training package, purchase needed supplies and equipment and support car allowance costs for the itinerant staff.

Your Committee recommends that the Board approve the transfer of $ 80,310 to expand the existing MPS health services delivery model to students with EEN who have special health care needs as detailed above.

* * * * *

(ITEM 12) The Superintendent advised your Committee that fund transfers have been requested by various central office units as follows:

Unit	Amount	From	To	Rationale
School Safety	$14,000	Part-time Certificated	Other Expenses	Due to increased demands on the Division of School Safety in the areas of Staff development, crime prevention presentations, need for additional supplies and equipment and the cost of the city-wide communication network, it is requested that the following transfers be made.
	$6,000	Part-time Classified	Other Expenses	
	$7,000	Additional Equipment	Supplies	

Admin. Support: Staff Develop.	$2,500	Consultants	Engineer-Extra Hours	Each department/program is required to pay a fee to use the Administration Building on Saturdays. Colleges must pay a fee each time they use the building. This was not known at budget preparation time. The Office of Professional Development is conducting a number of Saturday workshops. It is also cosponsoring a number of Saturday and evening college credit courses. Funds are needed to cover the fees for using the building.
	$2,500	Consultants	Supplies	Only $750 was allocated for supplies and $200 for other expenses associated with workshops and seminars. Additional funds are need to cover participant booklets, manuals and other miscellaneous expenses associated with workshops and seminars.
	$2,500	Consultants	Other Expenses	

Unit	Amount	From	To	Rationale
C & I: Instrum Music	$6,000	Music Instructors	Building Operations. (Engineers Salary)	When the 1992-1993 budget was developed, it was not known that the building engineers for the Saturday Music Program would be paid out of the Instrument Music Budget. An initial fund was developed in September to cover the cost of the building engineers for the first semester; however, monies are needed to pay the engineer for the remainder of 1992-1993 school year.
Supt.	$18,207	Consultant Service	CESA	In December of 1990, the Board terminated MPS membership in CESA #1. Subsequently, the district and individual schools participated in selected activities on a pay as you go basis. CESA #1 reduced its membership charges for the 1992-1993 school year. On July 29, 1992, the Board approved a recommendation that MPS rejoin CESA #1, as payment of district membership from central accounts would free schools from having to pay individually for services. On February 24, 1993, MPS received the 1992-1993 contract from CESA #1 for services provided throughout the 1992-1993 school year. The contract specifies the membership dues for this school year as follows: Prorated Statutory Aid Match $ 11,740 Admin Service Charge 782 Flat Fee 485 Staff Development Center - Contracted Service Based on Enrollment 5,200 Total $ 18,207

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

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

From time to time, the Board reaches out-of-court settlements in various matters. Such agreements are entered into in cases where there is the prospect of lengthy or expensive litigation. These agreements save both staff time and money for the district.

Funds were not included in the 1992-93 budget for such settlements. The estimated amount needed for potential settlements for this budget year is $63,000.

Your Committee recommends that $63,000 be transferred from the School Operations Contingent Fund to the appropriate account for legal costs as indicated above.

* * * * *

(ITEM 14) 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 March 18, 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 February 28, 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	$7,447,342	$569,908,428	$354,642,172	$215,266,256	62.2%
Categorically Aided	48,799,303	7,903,217	56,702,520	25,788,120	30,914,400	45.5%
School Nutrition	23,083,231	128,511	23,211,742	13,153,457	10,058,285	56.7%
Construction	22,800,000	5,000,070	27,800,070	7,778,272	20,021,798	28.0%
Extension	6,266,245	47,958	6,314,203	5,354,398	959,805	84.8%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses as of February 28, 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	$7,447,342	$569,908,428	$339,575,990	$230,332,438	59.6%
Categorically Aided	48,799,303	7,903,217	56,702,520	31,156,299	25,546,221	54.9%
School Nutrition	23,083,231	128,511	23,211,742	14,287,321	8,924,421	61.6%
Construction	22,800,000	5,000,070	27,800,070	8,621,925	19,178,145	31.0%
Extension	6,266,245	47,958	6,314,203	3,871,006	2,443,197	61.3%

(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 February 28, 1993 and payrolls through February 26, 1993.

D. Expenditure Control Report.

E. Report on the Status of the Driver Education Program as a Result of Raising Fees in 1992-1993.

* * * * *

Separate consideration having been requested of Items 1, 2, 3, 7 and 13, 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 the award of contracts, having been set aside for separate consideration, Director Bills 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 an extension of the contract for external auditing services for two years, having been set aside for separate consideration, Director O'Connell moved a substitute, that the contract be extended for one year.

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

Ayes—6; Noes—0.

Item 3 of the report, relating to a lease agreement for the South Division Adolescent Health Care Program, had been set aside for separate consideration inasmuch as the Committee requested that the Board have the opportunity to examine the final agreement for the program prior to approval. The Superintendent indicated that a copy of the lease had been provided to Board members.

Director O'Connell moved to approve the lease agreement.

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

Ayes—6; Noes—0.

Item 7 of the report, relating to a resolution on the naming of schools, having been set aside for separate consideration, Director Sinicki moved to adopt the resolution.

Director Johnson moved a substitute, that the administration review its policies and decide whether they need adjusting or not, and if so, bring those back to the Board for approval and that those policies would not delete the Board's authority.

After discussion, there being no objection, Director Johnson withdrew his substitute.

Director Johnson moved to hold the resolution at the Board level until the author would be present to speak to it.

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

Ayes—6; Noes—0.

Item 13 of the report, having been set aside for separate consideration as it involved a transfer from the contingent fund and required an affirmative vote of two-thirds of the Board members present, Director Small moved to adopt the report.

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

Ayes—6; Noes—0.

REPORTS OF SPECIAL COMMITTEES

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

Director Lucey moved to accept the reports of the Independent Hearing Panel of February 22, at 9:00 AM**;** February 23, at 9:00 and 10:30 AM and 2:30 PM; February 24, at 9:00 AM; February 26, at 9:00 AM; March l, at 11:00 AM; March 3, at 9:00 AM; March 8, at 9:00 and 11:00 AM; March 9, at 9:00 AM and 2:30 PM; March 16, at 2:30 PM; March l7, at 10:00 AM; and March l8, at 9:00 and 10:30 AM.

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

Ayes—6; Noes—0.

COMMUNICATIONS AND PETITIONS

The Interim Secretary-Business Manager presented the following communications and petitions:

Communication from the Milwaukee Building and Construction Trades Council relative to prevailing wage rates.

Referred to the Committee on Personnel and Negotiations.

Communication from the Amalgamated Transit Union requesting a hearing on recognition of the union by Lakeside Busses of Wisconsin.

Received and ordered placed on file. The Chair indicated that since this was a matter between the Lakeside Bus Company, the Amalgamated Transit Union and the Lakeside Bus Company employees, a hearing by the Milwaukee Board of School Directors would not be appropriate. The Chair directed the Interim Secretary-Business Manager to communicate the district’s response to the union.

Communication from the Coalition for Arts-Based Specialty Programs in MPS regarding long-range planning for a viable arts curriculum.

Referred to the Budget Committee.

RESOLUTIONS

By Directors Johnson and Small:

WHEREAS, The media has reported various racial incidents which discriminate against Milwaukee youth enrolled in the Chapter 220 program by some suburban school districts; and

WHEREAS, There is continued evidence of inequitable treatment of these students, such as racial slurs and comments, failure to recognize Afro-American culture and lack of an organized Afro-American student forum; and

WHEREAS, Studies show that there is a lack of Afro-American and minority staff hired by some participating Chapter 220 suburban school districts; and

WHEREAS, Suburban school districts participating in the Chapter 220 program are required to establish their own student non-discrimination policy under section 118.13, Wisconsin Statutes and P. I. 9 of the Administrative Code; and

WHEREAS, This statute also states that copies of these non-discrimination policies will be forwarded to a designated MPS employee who will be available as a liaison in the event a discrimination complaint is filed and the district requires assistance in its resolution; and

WHEREAS, Suburban school districts are in non-compliance with these requirements under section 118.13, Wisconsin Statutes and P. I. 9 of the Administrative Code; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors inform the Milwaukee Compact for Educational Opportunity that each suburban school district participating in the Chapter 220 program forward their own student non-discrimination policies to the Director of the Compact who will forward this information to the Milwaukee Board of School Directors, the Superintendent of the Milwaukee Public Schools and the designated employee for student discrimination; and be it

FURTHER RESOLVED, That a copy of this resolution be forwarded to the Compact for Educational Opportunity.

Referred to the Committee on Personnel and Negotiations.

By Director Bills:

WHEREAS, The media has reported various racial incidents which discriminate against Milwaukee youth enrolled in the Chapter 220 program by some suburban school districts; and

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.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 10:03 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of March 30, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	374	398		2	611	11	79	62	7		772
K3	492	305		6	483	38	59	184	27		797
PK	148	93		2	158	1	17	60	3		241
K4	2079	1921		29	2084	176	408	1216	87		4000
K5	4342	4007		103	4834	309	895	2070	138		8349
01	4932	4632		107	5774	381	1015	2175	112		9564
02	4409	4054		98	5029	328	909	2003	96		8463
03	4135	3976		93	4796	332	848	1960	82		8111
04	4013	3878		73	4653	331	877	1877	80		7891
05	3922	3747		96	4410	290	822	1966	84	1	7669
06	3817	3596		92	4457	265	774	1757	68		7413
07	3769	3583		94	4465	238	747	1738	70		7352
08	3252	3416		76	4014	212	725	1574	67		6668
09	3974	3902		122	4525	200	886	2068	75		7876
10	3174	3216		74	3540	203	652	1853	68		6390
11	2341	2546		61	2487	178	458	1644	59		4887
12	1784	1968		40	1838	141	338	1352	43		3752
13	4	1						5			5
Invalid											
TOTAL	50961	49239		1168	58158	3634	10509	25564	1166	1	100200

Total Active Detached..... 70 (Included above) Total Suburban Transfers—5700
Total Inactive..... 405 (Not included above)

Brown Deer	171	Glendale/River	121	Mequon-Thiensville	214	St. Francis	126
Cudahy	259	Hills	248	New Berlin	106	Wauwatosa	842
Elmbrook	273	Greendale	286	Nicolet	140	West Allis	342
Fox Point	140	Greenfield	68	Oak Creek	265	Whitefish Bay	374
Franklin	383	Hamilton	83	Shorewood	292	Whitnall	257
Germantown	38	Maple Dale-Indian Hills	314	South Milwaukee	358		
		Menomonee Falls					

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1487	79.7	126.3	5.0	Milwaukee Tech	1698	82.7	137.9	4.0
Custer	1111	71.4	102.6	5.0	North Division	875	72.6	88.2	4.0
Hamilton	1701	80.7	142.0	5.0	Pulaski	1406	73.5	112.6	5.0
Juneau	798	82.5	76.8	3.0	Riverside	1377	83.7	121.9	5.0
King	1170	90.6	84.7	4.0	South Division	1605	72.0	159.3	5.0
Madison	1170	73.0	114.5	5.0	Vincent	1307	72.2	108.1	5.0
Marshall	1100	89.7	109.9	5.0	Washington	1510	80.5	136.6	5.0
MHSA	791	89.8	73.3	3.0	TOTAL	19106	79.4	1694.8	68.0
MIDDLE SCHOOLS									

Audubon	947	87.4	84.2	3.0	Muir	950	86.3	87.0	4.0
Bell	891	85.7	79.7	3.0	Parkman	541	80.4	54.8	3.0
Burroughs	889	88.6	82.3	4.0	Robinson	510	91.5	51.7	2.0
Edison	827	88.4	84.2	3.0	Roosevelt	607	92.0	52.0	3.0
Fritsche	996	89.3	91.8	4.0	Sarah Scott	632	85.5	61.0	3.0
Grand Avenue	614	86.9	66.5	3.0	Sholes	803	86.2	78.1	3.0
Kosciuszko	717	84.6	81.5	4.0	Steuben	923	90.3	73.0	4.0
Lincoln	622	86.2	55.5	3.0	Walker	799	84.3	76.0	3.0
Malcolm X	609	80.8	61.1	3.0	Webster	983	87.7	85.2	4.0
Acad	488	89.1	47.1	3.0	Wright	735	90.8	69.4	3.0
Milw.Ed.Center	1197	93.1	85.9	4.0	TOTAL	16280	87.6	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	373	88.3	24.1	1.0	Humboldt Park	602	92.0	41.4	2.0
Allen Field	1006	91.2	79.9	2.0	Irving	679	88.5	51.7	2.0
Auer	628	90.5	63.4	2.0	Kagel	379	93.1	42.9	1.0
Barton	581	92.5	37.0	2.0	Keefe Av.	631	91.2	65.4	2.0
Brown Street	531	91.1	70.6	2.0	Kilbourn	416	94.4	40.1	1.0
Browning	429	90.3	38.3	1.0	Kluge	570	90.3	45.2	2.0
Bruce	526	90.8	39.5	2.0	LaFollette	640	87.8	62.4	2.0
Bryant	612	88.8	40.7	2.0	Lancaster	571	92.1	38.4	2.0
Burbank	565	90.0	32.7	2.0	Lee	603	87.3	58.2	2.0
Burdick	483	89.4	46.4	1.0	Lincoln Av.	657	89.4	43.4	2.0
Carleton	474	92.0	33.7	1.0	Lloyd St.	542	93.2	41.2	2.0
Cass	616	89.5	50.5	2.0	Longfellow	641	95.5	44.3	2.0
Clarke	494	90.3	50.6	2.0	Lowell	306	90.5	19.5	1.0
Clemens	433	89.3	33.0	2.0	MacDowell	522	93.0	41.5	2.0
Clement	451	91.2	33.7	1.0	Manitoba	346	94.3	49.9	2.0
Congress	496	90.8	30.5	2.0	Maple Tree	526	94.9	32.4	2.0
Cooper	408	89.1	31.2	1.0	Maryland Av.	348	92.6	27.8	1.0
Curtin	361	92.8	26.4	1.0	McNair	292	90.2	26.7	1.0
Doerfler	670	91.5	33.5	2.0	Meir	244	94.1	19.8	1.0
Douglass	298	92.0	24.9	1.0	Milw.Im.French	404	92.8	28.4	1.0
Dover	613	91.6	53.0	2.0	Milw.Im.German	526	94.3	43.2	2.0
Dr. King	537	90.6	76.0	2.0	Milw.Im.Spanish	517	93.2	38.8	1.0
Eighty-first	475	91.7	29.6	1.0	Mitchell	787	91.5	53.0	2.0
Elm	577	94.2	41.7	1.0	Morgandale	596	92.8	48.7	2.0
Emerson	281	93.6	24.5	2.0	Multilingual	353	90.9	36.3	1.0
Engleburg	498	92.5	39.8	2.0	Neeskara	409	93.7	37.4	1.0
Fairview	532	92.0	54.1	2.0	Ninety-fifth	337	92.3	26.3	1.0
Fernwood	461	88.6	33.9	2.0	Palmer	645	89.4	62.1	2.0
Fifty-third	398	93.4	32.3	1.0	Parkview	414	90.9	30.2	1.0
Forest Home	932	92.1	74.2	2.0	Philipp	346	91.2	29.8	1.0
Franklin	580	93.8	57.8	2.0	Pierce	558	90.2	61.2	2.0
Fratney	371	91.9	42.7	1.0	Riley	666	93.9	47.5	2.0
Gaenslen	727	87.7	86.6	2.0	River Trail	354	92.1	25.5	1.0
Garden Homes	503	90.7	44.4	2.0	Seventy-eighth	559	89.6	44.7	2.0
Garfield	429	92.8	37.8	1.0	Sherman	580	94.7	38.3	2.0
Garland	383	87.3	23.9	1.0	Siefert	606	90.6	54.8	2.0
Goodrich	447	93.0	28.2	2.0	Silver Spring	378	89.5	28.9	1.0
Grant	595	92.1	38.0	2.0	Sixty-fifth	361	91.9	29.7	1.0
Grantosa	633	93.3	49.9	2.0	Starms	394	89.2	37.0	1.0
Granville	419	91.4	32.6	2.0	Story	504	92.0	45.2	2.0
Green Bay Av.	556	91.4	58.2	2.0	Stuart	330	93.8	26.8	1.0
Greenfield	393	93.9	33.1	1.0	Thirty-eighth	564	94.6	37.3	2.0
Hampton	594	91.0	40.7	2.0	Thirty-fifth	339	90.8	23.6	1.0
Happy Hill	512	90.3	31.4	2.0	Thirty-first	481	94.3	38.5	2.0
Hartford	610	92.5	41.6	2.0	Thirty-seventh	525	87.5	49.7	2.0
Hawley	332	92.5	23.3	1.0	Thoreau	714	91.8	52.2	2.0
Hawthorne	350	92.2	24.5	2.0	Thurston Woods	356	91.2	29.6	1.0
Hi-Mount	473	90.6	27.5	1.0	Tippecanoe	243	91.2	18.5	1.0
Holmes	740	88.0	79.4	2.0	Townsend	519	94.2	37.0	1.0
Honey Creek	341	92.3	26.9	1.0	Trowbridge	371	91.2	33.4	1.0
Hopkins	754	89.0	60.0	2.0	Twenty-first	588	91.8	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	663	92.3	57.4	2.0	Whitman	407	89.7	37.0	1.0
Urban Waldorf	302	87.8	28.9	1.0	Whittier	201	93.0	12.3	1.0
Victory	485	94.0	40.5	2.0	Wisconsin Av.	689	92.2	46.7	2.0
Vieau	634	92.2	63.8	2.0	Zablocki	599	90.4	50.0	2.0
Wheatley	714	89.2	61.8	2.0	TOTAL	56014	91.4	4600.6	176.0
OTHER SCHOOLS									
Amelia Baker	71	75.3	6.0	1.0	Manitoba Ortho.	132	86.7	.0	.0
Craig	121	78.6	58.0	1.0	Phoenix Alt. HS	121	64.4	10.5	1.0
Demmer	89	54.6	6.2	.0	Pleasant View	120	77.4	44.0	1.0
Hayes	97	66.8	40.0	1.0	Sixty-eighth	207	57.9	15.3	1.0
Kilmer	356	82.8	20.3	1.0	Stay	116	61.2	9.3	1.0
Lady Pitts	229	50.7	33.5	1.0	Commun. Based	1192		33.0	.0
Lapham Park	130	80.8	16.5	1.0					
Lavarnway	45	78.8	7.2	1.0	TOTAL	3026	70.9	293.7	10.0
					MPS TOTAL	94426	87.8	8097.0	323.0

SUPERINTENDENT'S MONTHLY REPORT as of March 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.	40	1	2239	30	28	0	383	4	948	21	39	0	3677	56	3733
Emotion. Dist.	24	2	1366	45	3	0	117	6	492	26	25	1	2027	80	2107
Autistic	1	0	74	4	1	0	4	1	45	1	2	0	127	6	133
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	0	38	45	0	0	6	8	13	39	0	1	58	93	151
Physically Hdcp.	4	0	299	61	18	2	68	7	204	34	8	2	601	106	707
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	102	23	19	2	19	7	94	18	10	0	247	50	297
Mentally Ret.	10	3	1395	217	14	11	149	26	367	109	13	4	1948	370	2318
Speech/Language	42	24	2214	1431	52	48	341	256	1140	717	38	44	3827	2520	6347
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	125	30	7727	1856	135	63	1087	315	3303	965	135	52	12512	3281	15793
Ethnic Totals	155		9583		198		1402		4268		187		15793		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 12, 1993

Special meeting of the Board of School Directors called to order by Vice-President Bills at 6:01 PM.

Present—Directors Johnson (6:04 PM), Lucey, Mallory, O'Connell (6:04 PM), O'Neil (6:04 PM), Sinicki, Small and Vice-President Bills—8.

Absent and Excused—President Mitchell—1.

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

April 8, 1993

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held on Monday, April 12, 1993, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 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 worksession of the Board of School Directors 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 Lucey, Mallory, Sinicki, Small and Vice-President Bills—5.

Noes—None.

The Board retired to executive session at 6:03 PM.

The Board adjourned from executive session at 7:00 PM.

ROBERT J. LAWRENCE

Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 1993

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:09 PM.

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

Absent—None.

APPROVAL OF MINUTES

The minutes of the special Board meetings of March 1st, 2nd, 3rd, 8th, 10th, 17th and 22nd and the regular March 31, 1993, Board meeting were approved as printed.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

April 22, 1993

TO THE BOARD OF SCHOOL DIRECTORS:

The Wisconsin Electric Power Company (WEPCO) has made a request to the Milwaukee Board of School Directors for permission to:

a. Install an underground steam line across the Milwaukee Trade and Technical High School property. This installation is required to provide steam service to the south side of the City of Milwaukee. This service will be developed by constructing a steam line from their Menomonee Valley power plant.
b. Install an underground cable across the property at Lewis Playfield. The installation is required to provide electrical service to Lewis Playfield due to the relocation of the existing service caused by the construction of the Lake Arterial.

In the past, concerns have been raised by the Board relative to granting of easements without any compensation being involved. Easements have been granted without charge due to the long-standing cooperative relationship which exists between the Board and a number of other organizations. This cooperative relationship results in the Board being provided many "extra" services for our projects at no cost. For example, as part of this agreement to provide the easement at Milwaukee Trade and Technical High School, WEPCO has agreed to provide a branch termination from the main line to the building. This will permit DFMS to provide new steam service for the building. The branch termination will be provided at no cost to the Board. This would have cost the Board over $25,000 to complete.

The Division of Facilities and Maintenance Services has reviewed the requests and finds no reason not to approve them. WEPCO has indicated that all costs related to the installation and maintenance of the steam line and the underground cable will be their responsibility.

It was originally planned to submit this request to the Committee on Finance and Facilities at its April 15 meeting. The item was withdrawn due to a lack of a quorum, since a Committee member had to disqualify himself at the Committee meeting from consideration of the item because his law firm represents WEPCO. A number of questions were raised about the easement at Tech. These questions and the administrative responses are detailed below:

Q. Why is there need for an easement?
A. New steam service is being provided by WEPCO to the south side to serve Allen-Bradley. Since the route of this new steam line crosses our property, an easement is required.
Q. How long will our property be disrupted?

A. It is anticipated that construction on our property will take eight weeks.
Q. Will WEPCO restore the property to pre-construction condition?
A. Yes.

Q. Where will the new middle school be constructed on the Tech site in the future?
A. The exact location of any new middle school has not been determined. It is likely that any new construction would occur on both sides of the current 1965 addition. As a result, the new facility would be confined to the practice field and existing building area. The proposed easement crosses our property through the north end of the Vieau playfield area which contains tennis courts and basketball goals. As a result, the granting of any easement will nave no effect on future construction on the Tech site.

It is recommended that grants of permission be approved for two easements for the City of Milwaukee on behalf of WEPCO to install an underground steam line at Milwaukee Trade and Technical High School and an underground cable at Lewis Playfield, subject to all costs related to the installation and maintenance of both projects being borne by WEPCO.

RONALD J. VAVRIK
Interim Secretary-Business Manager

Director Small moved to approve the Secretary-Business Manager's recommendation to grant the easements.

Director Lucey disqualified himself from consideration of the matter, since his law firm represents WEPCO.

The question being on the granting of the easements, they were granted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Lucey—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of March 3, 1993, through March 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. 21741 to 25489, inclusive

Payrolls (net of withholdings)	$15,960,445.92
Accounts	$40,316,637.34
	$56,277,083.26

CONSTRUCTION FUND

Accounts, Voucher Nos. 722 to 809, inclusive

Accounts $273,800.91

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 834 to 933, inclusive

Payrolls (net of withholdings)	$395,637.37
Accounts	$266,275.11
	$661,912.48
TOTAL	$57,212,796.65

JOYCE MALLORY
Chair

The accounts were allowed, the vote being as follows:

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

Director O'Connell 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 employes, the Superintendent and Secretary-Business Manager presented a joint 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, effective as of the dates indicated:

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Bridget Fann 38th	Clerk Typist I $12,551.33/yr. (Replacement for retirement)	03-25-93
Awilda Figueroa Sholes	School Secretary I $18,240.44/yr. (Replacement for retirement)	04-26-93
	PROMOTIONS	
Joan Bearder Adm. Support/Accountability	School Secretary I $17,305.86/yr.	03-29-93

Barbara Wojtal Burroughs	School Secretary II $22,809.80/yr.	02-15-93

Name and Assignment	Position and Salary	Date

CHANGES IN STATUS

Mary Adams # EESSC	Handicapped Children's Assistant $10,524.95/yr.	03-29-93
Odessa Burnett ^ Washington	School Secretary I $18,008.90/yr.	04-12-93
Sandra Echols # 37th	Clerk Typist I $12,551.33/yr.	03-08-93
Tasha Foxx # Ex. Ed. & Supportive Serv.	Clerk Typist I $15,138.50/yr.	03-01-93
Christine Haug # Manitoba	Handicapped Children's Assistant $10,524.95/yr.	03-29-93
Debra Hermann # Audubon	Handicapped Children's Assistant $10,168.20/yr.	03-05-93
Sandra Jones + 37th	Food Service Assistant $8.08/hr.($6,173.12/yr.)	03-03-93
James Kizewski ++ Fac. & Main. Serv.	Seasonal Laborer $10.96/hr.	03-22-93
Debra Lewis # EESSC	Handicapped Children's Assistant $10,168.20/yr.	03-29-93
Frank Ruzicka # Gaenslen	Handicapped Children's Assistant $12,279.18/yr.	03-18-93

\# From substitute to regular
^ From a 10 month to a 12 month position
\+ Demotion from Food Service Manager II
++ Voluntary demotion from Boiler Attendant

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(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:

CERTIFICATED APPOINTMENTS—TEACHERS

	Teachers - Schedule I	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:				
(nr)	Lisa R. Gensmer Elementary	B	23,113	0	01-25-93

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between January 27, 1993, and February 8, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Mary K. McKeown Upper Elem./Soc. Studies	B	24,268	1	01-27-93
(r)	Susan M. Lawson Upper Elem./English	BB	25,482	1	02-04-93
	Effective between February 9, 1993, and February 22, 1993, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Nicole J. Stocking Elementary	B	23,113	0	02-09-93
	Effective between February 23, 1993, and March 5, 1993, inclusive:				
(r)	Deborah L. Cannon Elementary	B	23,113	0	03-01-93
(r)	Steven O. Johnson Grade 2	B	23,113	0	03-01-93
	Effective between March 8, 1993, and March 18, 1993, inclusive:				
(r)	Moira N. Wilkinson Spanish Immersion	B	23,113	0	03-10-93
(r)	Jill A. Crowder Broad Science/Chem./Biology	B	26,580	3	03-15-93
	Effective September, 1993, payroll:				
(nr)	Rubye G. Clark Elementary	B	23,113	0	Sept., 1993
(r)	Sharonda R. Wellington L.D.	B	23,113	0	Sept., 1993

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

* * * * *

(ITEM 3) Your Committee recommends that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE PROMOTION

(r)	Julio Mayorga	Bilingual Parent Service Center Specialist*	Schedule III, Range 00A $24,303

(r) Resident

*Categorically funded position

* * * * *

(ITEM 4) Your Committee recommends that the following leaves of absence be, and they hereby are, granted effective as of the dates indicated:

LEAVES OF ABSENCE

Illness Leave, to June, 1993:

Darlene Kinsey	EE & SS Center	January 25, 1993

Maternity leave, to June, 1993:

Beth Magomolla	Urban Waldorf	March 10, 1993

Maternity leave, to June, 1994:

Diane Grassmann	MacDowell	March 31, 1993
Linda Hayes	Morgandale	March 1, 1993
Nicolette Howe	Whitman	March 15, 1993
Constance Michaud	Burdick	March 19, 1993
Heather Reeder	South	February 8, 1993

Personal Leave, to June, 1994:

Saadia Tongpalad	Kosciuszko	August, 1993

Sabbatical Leave, to June, 1994:

Suzanne Green	On Leave	August, 1993
Cheryl Parchia	Silver Spring/Hawthorne	August, 1993
Marcia Roth	Milw. Spanish Immersion	August, 1993
Susan Wolter	Milw. Spanish Immersion	August, 1993

Study Leave, to June, 1994:

Peter Gebhardt	On Leave	August, 1993

Extension of Illness, to June, 1993:

Deborah Tauferner	On Leave	January 25, 1993

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(ITEM 5) 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
Ingeborg C. Adams	Teacher	06-14-93
Peter E. Arena	Teacher	06-14-93
Satnam S. Aurora	Counselor	06-14-93
Barbara O. Banks	Teacher	06-14-93
Mary L. Blackmon	Teacher	06-14-93
Paul J. Brautigam	Teacher	06-14-93
Judith R. Berndt	Teacher	06-14-93
John Cancellier	Teacher	06-14-93
Mary K. Coleman	Teacher	06-14-93
Patricia A. Connell	Teacher	06-14-93
Cornelius J. Corcoran	Counselor	06-14-93
Ileane Drobac	Teacher	06-14-93
Mary L. Ellis	Teacher	06-14-93
Barbara J. Eschner	Teacher	06-14-93
James P. Esser	Teacher	06-14-93
Richard C. Feil	Teacher	06-14-93
Allan D. Gauthier	Teacher	06-14-93
Therese M. Heimann	Principal	03-22-93
Evelyn J. Hoffmann	Principal	06-16-93
Barbara A. Irsch	Teacher	06-14-93
Phillip C. Jacobs	Teacher	06-14-93
John L. Jansen	Teacher	06-23-93
Joan A. Jaworski	Teacher	06-14-93
Barbara M. Johnson	Social Worker	06-18-93
Daniel Johnson	Teacher	06-14-93
Mary P. Kochanski	Teacher	06-14-93
Shirley M. Knoll	Teacher	06-14-93
Richard J. Krueger	Teacher	06-14-93
Richard B. Kunz	Teacher	06-14-93
Joan M. Lampe	Teacher	06-14-93
Richard W. Leitgen	Teacher	06-14-93
Mary M. Lieber	Teacher	03-05-93
Jean L. Lompa	Teacher	06-14-93
Edward S. Markunas	Teacher	06-14-93
Margaret E. McGinn	Counselor	06-14-93
Margaret M. Mehigan	Teacher	06-14-93
Arnold R. Mersch	Teacher	06-14-93
Christine E. Mitchell	Counselor	06-14-93
George C. Moore	Teacher	03-05-93
Cordelia G. Neale	Teacher	06-14-93
Agnes M. Nielsen	Teacher	06-14-93

Richard J. Noonan	Counselor	06-17-93

Name	Position	Effective Date
Edna D. Phinisee	Teacher	06-14-93
George Puente	Teacher	04-26-93
James E. Ramthun	Teacher	06-14-93
Ronald Roventini	Teacher	06-14-93
Audrey B. Schafer	Teacher	06-14-93
John B. Schafer	Teacher	04-08-93
Patricia J. Schenk	Teacher	06-14-93
Ellen R. Shear	Librarian	06-14-93
Joan G. Siordia	Teacher	06-28-93
Bobbie J. Smith	Teacher	06-14-93
David L. Sprecher	Teacher	06-14-93
Eve F. Sylvester	Teacher	06-14-93
Dennis H. Szymborski	Teacher	06-14-93
Wayne H. Towne	Teacher	06-14-93
Renee B. Weinshel	Social Worker	06-18-93
Theodore J. Weisto	Counselor	06-15-93
Betty E. Weitzen	Librarian	06-14-93
Caroline M. Wozniak	Teacher	06-14-93
Daniel I. Zabludowski	Teacher	06-14-93
Carol J. Zimprich	Teacher	06-14-93

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(ITEM 6) The Superintendent advised your Committee that:

At its meeting on March 31, 1993 (Proc., p. 611), the Board referred the following resolution, which was introduced by Directors Johnson and Small, to the Personnel and Negotiations Committee:

WHEREAS, The media has reported various racial incidents which discriminate against Milwaukee youth enrolled in the Chapter 220 program by some suburban school districts; and

WHEREAS, There is continued evidence of inequitable treatment of these students, such as racial slurs and comments, failure to recognize Afro-American culture and lack of an organized Afro-American student forum; and

WHEREAS, Studies show that there is a lack of Afro-American and minority staff hired by some participating Chapter 220 suburban school districts; and

WHEREAS, Suburban school districts participating in the Chapter 220 program are required to establish their own student non-discrimination policy under section 118.13, Wisconsin Statutes and P. I. 9 of the Administrative Code; and

WHEREAS, This statute also states that copies of these non-discrimination policies will be forwarded to a designated MPS employee who will be available as a liaison in the event a discrimination complaint is filed and the district requires assistance in its resolution; and

WHEREAS, Suburban school districts are in non-compliance with these requirements under section 118.13, Wisconsin Statutes and P. I. 9 of the Administrative Code; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors inform the Milwaukee Compact for Educational Opportunity that each suburban school district participating in the Chapter 220 program forward their own student non-discrimination policies to the Director of the Compact who will forward this information to the Milwaukee Board of School Directors, the Superintendent of the Milwaukee Public Schools and the designated employee for student discrimination; and be it

FURTHER RESOLVED, That a copy of this resolution be forwarded to the Compact for Educational Opportunity.

Your Committee recommends that the Board direct its representatives to place this matter on the agenda of the Operations Committee and to report back to the Board on the results.

* * * * *

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

At its meeting on March 31, 1993 (Proc., p. 610), the Board referred a communication from the Milwaukee Building and Construction Trades Council, relative to Prevailing Wage Rates to the Personnel and Negotiations Committee. A copy of the communication has been made a part of the minutes of your Committee's meeting of April 12, 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 that portion of the communication that deals with increases in wages and fringe benefits for various Milwaukee Public Schools employes in Committee until other 1992-1993 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 communication.

* * * * *

(ITEM 8) 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 April 12, 1993.

A. Affirmative Action Report for March 1993.

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—9; Noes—0.

Item 2 of the report having been set aside for separate consideration as a portion of the teacher appointments were recommended under suspension of Board rule 3.12(4), Director O'Connell moved for suspension of the Board rule and adoption of the report.

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

Ayes—9; Noes—0.

Item 6 of the report, relating to a resolution by Directors Johnson and Small on student non-discrimination policies for suburban school districts participating in the Chapter 220 program, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Small requested the consent of the Board to change the fifth and sixth Whereas clauses of the resolution to read as follows:

WHEREAS, The Department of Public Instruction and the Milwaukee City Attorney approved that the nondiscrimination policies be forwarded to a designated MPS employee who will be available as a liaison in the event a discrimination complaint is filed and the district requires assistance in its resolution; and

WHEREAS, Suburban school districts may be in non-compliance with these requirements under section 118.13, Wisconsin Statutes and P. I. 9 of the Administrative Code; now, therefore, be it

There being no objection, the request was granted.

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

Ayes—9; Noes—0.

* * * * *

COMMITTEE ON FINANCE AND FACILITIES

Director Mallory 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) The Secretary-Business Manager advised your committee that:

In 1981, at the direction of the Board, the Administration began the practice of tracking costs for the various Construction Fund projects on a project basis, in addition to the annual budget basis. This function was commenced due to the fact that funds are available on a calendar year basis, while the Construction Fund Budget (later changed) is on a project basis within the total

Construction Fund. This provides maximum flexibility to fund costs associated with each individual project. This accounting function was implemented to provide the Board with more information relative to each entire project cost since most of these projects are multi-year efforts.

As a part of the monthly review of the project accounts (specifically the Construction Fund here), it has become necessary to transfer funds within the various individual accounts to balance them. It must be emphasized that the total Construction Fund is in balance and that these requested transfers are only to balance individual accounts and to provide sufficient funds to continue ongoing or anticipated approved projects as follows:

TRANSFER TO

Proj. No.	Project Name	Amount
942	Lincoln Downtown	$ 985,331
902	Scott Middle School	241,078
940	Early Childhood	129,611
926	53rd Street School Tot Lot	61,620
906	Pleasant View	38,854
933	Bruce Landscape Courtyard	6,561
	Total	$1,463,055

TRANSFER FROM

Proj. No.	Project Name	Amount
939	Old Eighth Street	$ 926
938	Thurston Woods Campus	4,669
901	Pluto	18,571
941	Wausau	23,457
903	Grand Ave./M.E.C.	33,900
908	Elm Creative Arts	52,381
975	Major Remodeling Projects	162,996
929	Hazardous Waste	377,201
920	Unallotted Funds	788,954
	Total	$1,463,055

Your Committee recommends that authorization be given to transfer funds within the Construction Fund to balance the individual project accounts.

* * * * *

(ITEM 2) 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:

EXTERIOR PAINTING WORK—DIVISION 3—HOPKINS STREET SCHOOL
Double T Enterprises, Inc.., Low bidder, base bid of $38,246.00

EXTERIOR PAINTING WORK—DIVISION 5—WASHINGTON HIGH SCHOOL
Double T Enterprises, Inc.., Low bidder, base bid of $43,433.00

INSTALL RADIO NETWORK—VARIOUS LOCATIONS
To provide professional services for engineering.
This award is contingent upon the approval of $24,620 in the 1993-94 budget for this project:
W. M. Montgomery & Associates.....$35,920.00

* * * * *

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

Macintosh Computer Lab for Lloyd Street School
Apple Computer —22 Macintosh computers networked into printer and CD ROM bundle (sole source purchase) $60,000.00

Macintosh Computer Lab for Five Elementary Schools under State Funded K-5 High/Scope Program
Apple Computer—17 Macintosh computers with printers (sole source purchase).....$41,000.00

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Mr. Tillman	$180	Hooked on Phonics tapes
	PTO	399	Color TV
Browning	W. H. Brady Co.	1,000	College Scholarship Fund
	Wauwatosa Realty	250	College Scholarship Fund
	Longview Fibre Co.	100	College Scholarship Fund
	Open Pantry Food Marts	50	College Scholarship Fund
	Robert W. Baird & Co.	50	College Scholarship Fund
	School fund	1,370	College Scholarship Fund
	Harnischfeger, Inc.	500	College Scholarship Fund
Burdick	School fund	2,496	Copier
Eighty-first St.	PTO	2,400	Library books
Grantosa Dr.	PTA	650	Performer Showcase
	PTA	35	Donation for Family Feast
	Milwaukee Jaycees	250	Trip to zoo
	PTA	260	80 T-shirts
Hawthorne	PTO	3,380	Video projector
King	PTSO	1,553	Computer, monitor and accessory kit
King, Jr. elem	WICOR Foundation, Inc.	1,700	Reading is Fundamental
MPS-Violence Prevention Program	Valley Bank	640	Printing of posters
Pulaski	School fund/Class of 93	109	Plates to identify school murals
Riverside	School fund	431	CD player, turntable, preamp and microphone
Sixty-fifth St.	Patrick Regan	825	Special Olympics
Thoreau	PTC	300	Copier
Vieau	Allen-Bradley Corp.	1,300	Purchase of encyclopedias
TOTAL		$20,228	

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) The Superintendent advised your Committee that:

In accordance with the textbook adoption rules of the Board of School Directors, 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.

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.

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.

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 areas, and strategic learning.

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.

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.

Other elements of the textbook adoption procedure are:

— 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.

Your Committee recommends that approval be given for the textbook adoptions identified below, in the subject areas listed, subject to the stated conditions:

Conditions of Approval:

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

2. 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.

3. 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.

BUSINESS EDUCATION—Recordkeeping:

That the following text, including Teacher's Edition and Manual, be approved for Recordkeeping:

Keeping Financial Records for Business
by Baron, Steinfeld, and Schultheis
South-Western Publishing Co., 1991

FAMILY AND CONSUMER EDUCATION—Parenthood Education; Career Decision Making; Employability Skills; Family Health Issues

That inasmuch as these four course offerings are treated as a two-unit experience for school age parents, the committee is recommending a multiple adoption for the four offerings to be considered as one. It is anticipated classroom sets would be purchased in sufficient quantities to provide for independent study (home/maternity leave) needs as well as classroom use by students in school. All texts are appropriate for all four offerings to be used as needed by the teachers in the schools.

Your Pregnancy & Newborn Journey
by Lindsay, Jeanne & Brunelli, Jean PHN
Morning Glory, 1992

Your Baby's First Year
by Lindsay, Jeanne
Morning Glory, 1992

Discipline from Birth to 3
by Lindsay, Jeanne & McCullough, Sally

Morning Glory, 1992

The Challenge of Toddlers
by Lindsay, Jeanne
Morning Glory, 1992

Parents and Their Children
by Verdene Ryder
Goodheart-Willcox, 1990

Career Skills/2nd Edition
by Kelly-Plate and Volz-Patton
Glencoe, 1991

Choices: A Teen Woman's Journal
by Bingham, Edmondson & Stryker
Advocacy Press, 1990

More Choices: A Strategic Planning Guide
by Bingham and Stryker
Advocacy Press, 1988

Challenges: A Young Man's Journal
by Bingham, Edmondson & Stryker
Advocacy Press, 1990

Choices, Challenge, Changes & More Choices
by Bingham, Edmondson, Fajen, Jackman, Peters, Quinn, Paine & Stryker
Advocacy Press, 1990

FAMILY AND CONSUMER EDUCATION—Introduction to Health Occupations

That there be no adoption this year and that the committee be held over another year through June, 1994 in anticipation of a greater selection of texts from which to choose for 1993-1994.

FOREIGN LANGUAGE—Spanish Levels 3-5

That the following text, including Teacher's Edition and Manual, be approved for Spanish 3:

Pasos y Puentes
by Reynolds, Rodriguez, Schonfeld
Scott Foresman, 1989

That the following text, including Teacher's Edition and Manual, be approved for Spanish 4-5:

Arcos y Alamedas
by Reynolds, Rodriguez, Schonfeld
Scott Foresman, 1989

MATHEMATICS—Geometry

That a triple adoption, including Teacher's Editions and Manuals, be approved for Geometry:

Geometry for Enjoyment and Challenge
by Richard Rhoad, George Milauskas, and Robert Whipple
McDougal, Littell & Company, 1991

Geometry
by Burrill, et al
Glencoe Division, 1993

Geometry
by Jurgensen, Brown, Jurgensen
Houghton Mifflin Company, 1990, 1992

MATHEMATICS—Algebra

That the following text, including Teacher's Edition and Manual, be approved for Algebra:

Algebra 1 (for High Schools only)
by Roland E. Larson, Timothy D. Kanold, Lee Stiff
D. C. Heath and Company, 1993

UCSMP Algebra (for Middle Schools only)
by McConnell, Hirschhorn, Usiskin, et al
Scott Foresman, 1993

SOCIAL STUDIES—Justice and You

That a dual adoption, including Teacher's Edition and Manuals, be approved for Justice and You:

You and the Law
by Goldentyer
South-Western Publishing Co., 1993

Street Law: A Course in Practical Law
by Arbetman, O'Brien, McMahon
West Publishing Company, 1990

TRADE AND TECHNOLOGY—Architectural Drafting

That the following text, including Teacher's Edition and Manual, be approved for Architectural Drafting:

Architecture: Residential Drawing and Design
by Kicklighter
Goodheart-Willcox Company, 1990

TRADE AND TECHNOLOGY—General Building Construction

That the following text, including Teacher's Edition and Manual, be approved for General Building Construction:

Construction Today and Tomorrow

Glencoe/McGraw-Hill, 1991

TRADE AND TECHNOLOGY—General Drafting

That the following text, including Teacher's Edition and Manual, be approved for General Drafting:

Exploring Drafting
by Walker
Goodheart-Willcox Company, 1991

ART EDUCATION—Art K-5

That the following materials be approved for Art K-5:

Kindergarten:
Discover Art
by Laura Chapman
Davis Publications, Inc., 1987

*Grades 1-6:
Art Image
Art Image Publications, 1988
P.O. Box 568
Champlain, NY

A World of Images (Large Reproductions)
Davis Publications, Inc.

Art Images: Art First Nations
Art Image Publications

*Alternative for schools already having Art Image:
Adventures in Art Visuals
Sets A & B Plus Guides
Davis Publications, Inc. 1993

ART EDUCATION—Art 6-8

That the following texts and materials, including Teacher's Edition and Manual, be approved for Art 6-8:

Classroom Kits with Slides (6th Grade)
Dale Seymour Publishers (Spectra), 1990

Understanding Art (7th Grade)
by Mittler, Ragans
Glencoe Division (MacMillan/McGraw), 1992

Exploring Art (8th Grade)
by Mittler, Ragans
Glencoe Division (MacMillan/McGraw), 1992

FAMILY AND CONSUMER EDUCATION—Family and Consumer Education—Middle School

That there be a multiple adoption of six texts with student and teacher resource materials from which local school staff make selections and purchase classroom sets for use by students. The number of texts is determined by enrollment and the array of choices made by teachers is within that number.

YOU Living, Learning and Caring
by Strohecker/Tippett
Goodheart-Willcox, 1992

Decisions in Action/2nd
by Ulrich-Hagner, Andrews, Stang-Cooke
South-Western, 1990

Teen Living
by Judge
Prentice-Hall, 1992
Computer discs are NOT included in the recommended adoption.

Young Living/5th Edition
by Caughey, Couch, Crow, Duyff, Groh, Hansen, Joanos, Zitko-Peters
Glencoe, 1990

Discovering Food
by Kowtaluk
Glencoe, 1992

DISCOVER: Skills for Life Level 8
by Durrant, Frey, Newbury
Education Assessment, 1991

MUSIC—Music - Grades K-5

That the following text, including Teacher's Edition and Manual, be approved for Music - Grades K-5:

World of Music
by Beethoven, Hoffman, Palmer, et al
Silver Burdett Ginn Inc., 1991

MUSIC—Music - Grades 6-8

That the following text, including Teacher's Edition and Manual, be approved for Music - Grades 6-8:

World of Music
by Beethoven, Hoffman, Palmer, et al
Silver Burdett Ginn Inc.

SCIENCE—Science - Grades K-5

That the following text, including Teacher's Edition and Manual, be approved for Science - Grades K-5:

Explorations in Science
by Lalie Harcourt, et. al.
Addison-Wesley Publishing Company

Sunshine Science (Supplementary materials, K-3)
The Wright Group

Includes one video disk player per school, interactive video disks (3rd-5th grades only), science materials

SCIENCE—Science - Grades 6-8

That the following text, including Teacher's Edition and Manual, be approved for Science - Grades 6-8:

SciencePlus: Technology and Society, Levels: Red, Blue, Green
(All with Sourcebook)
by McFadden, et al
Holt, Rinehart and Winston, Inc.

Includes one video disk player per school, interactive video disks, and science materials

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(ITEM 6) 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.

School	Budgetary Change	Cost
Cass Street	Substitute Teachers	$11,872
Fratney	Substitute Teachers	$5,000
MacDowell	Classroom Computers, Upgrade Office Computer	$16,000
Milwaukee German Immersion	Curriculum Development Materials	$10,000
Keefe	Computers	$35,916
Milwaukee Spanish Immersion	New Attendance System	$4,999
Palmer	Substitute Teachers	$28,000
35th St.	Library, Travel, Kindergarten Materials	$2,500

Cass Street School presently has a long term substitute teacher in a vacant teacher position. A transfer of funds from the teacher salary account to the substitute teacher account to supplement the teacher-substitute account is requested.

Keefe Avenue School budgeted funds for a full-time librarian position. A decision was made by the staff not to fill the position so that computers could be purchased for classrooms. Keefe Avenue School is requesting a transfer of funds from the teacher-library account to the additional equipment account for this purpose.

Fratney School is requesting a transfer of funds to the teacher-substitute account. Uncontrollable expenditures (a staff member's involvement in district negotiations, a maternity leave, and a non-filled teacher position in the beginning of the school year) for substitute teachers necessitate this transfer of funds. Funds are available from the part-time certificated-general account for this purpose.

MacDowell Montessori School is requesting a transfer of funds from the building operations, part-time certificated, and teacher substitute accounts to the additional equipment account-general school to purchase additional computers for classrooms and to upgrade the office computer.

Milwaukee German Immersion School is requesting a transfer of funds from the teacher substitute account to the part-time certificated general and part-time classified accounts to provide pay for staff, both certificated and classified, for curriculum development, materials development, and translation.

Milwaukee Spanish Immersion School is requesting a transfer of funds from the part-time certificated account to the additional equipment-general school account. The funds will be combined with the account's existing funds so that the new elementary school computerized attendance system may be purchased.

Palmer School is requesting a transfer of funds from the assistant principal salary account and the principal salary account to the teacher-substitute account. The extended vacancy of the principal position in the beginning of the school year and the current assistant principal position vacancy make this transfer necessary.

Thirty-fifth Street School is requesting a transfer of funds from the general expense account to the library, travel, and kindergarten accounts to purchase library and kindergarten materials and supplies and to pay for school-related in-city travel expenses.

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

* * * * *

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

At its meeting on March 31, 1993 (Proc., p. 576), the Board received a communication from the Community Relations-Social Development Commission regarding their first quarter billing of $39,250 and their expenditure report for the quarter ended December 31, 1993.

As of the month ending March 31, 1993, the Milwaukee Public Schools have no outstanding claims with the CR-SDC.

An error was made on the third quarter billing which was paid in September 1992. Payment was authorized for $34,730, instead of the agreed upon $39,250. Therefore, an additional payment of $4,520 needs to be authorized.

Your Committee recommends that a total of $43,770 be paid to the Community Relations-Social Development Commission, $39,250 for the first quarter billing and $4,520 for the balance of the third quarter 1992 billing.

* * * * *

(ITEM 8) The Superintendent and Secretary-Business Manager advised your Committee that:

At its meeting of April 23, 1992, the Board authorized the City Real Estate Agent to:

a. Renew the lease for the property at 1551 West Greenfield Avenue on a restrictive month-to-month basis for the period of July 1, 1992 - June 30, 1993 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 1991-1992 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 1991-1992 at a cost not to exceed $190/month.

d. Renegotiate the lease for the Boys and Girls Club-Seher Unit located at 2404 West Rogers Street to house the Pulaski Outpost Program on identical terms as those in 1991-1992 at a cost not to exceed $60/month.

e. Renegotiate the lease for the Junior Achievement Demmer Center located at 734 North 8th Street on identical terms as those in 1991-1992 and that any substantial increase be brought back to the Board for subsequent approval.

f. Renew the lease for St. Peter's Lutheran Church located at 3908 West Capitol Drive to house the Marshall Outpost Program on identical terms to those in 1991-1992 at a cost not to exceed $50/month.

g. 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 1991-1992 at a cost not to exceed $115/month.

h. Renegotiate the lease for the Evangel Assembly of God Church located at 9920 West Good Hope Road to house the Vincent Outpost Program on identical terms to those in 1991-1992 at a cost not to exceed $350/month.

i. Renew the lease for the Boys and Girls Club-Mary Ryan Center on identical terms to those in 1991-1992 at a cost not to exceed $50/month.

j. Terminate the lease for the Grand Building located at 1107 West Mitchell Street and relocate the programs as detailed in the pertinent facts above.

k. Renew the lease for the St. Charles Boys Home located at 151 South 84th Street on identical terms as those in 1991-1992 at a cost not to exceed $625 plus reimbursement for food services.

l. Continue 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.

At its meeting of August 26, 1992 (Proc., pp. 217-218; 220), the Board authorized a one-year lease agreement with the New Covenant Missionary Baptist Church for the property at 3815 West North Avenue at a cost not to exceed $31,200. This property was required to house the Amelia N. Baker Preparatory School--an alternative school for students in grades 4-6.

The following information is presented relative to each of the aforementioned leases:

a. WE Indians - 1551 W. Greenfield Avenue

1) The lease expires on June 30, 1993, and cannot be renewed. The lease cost has been $400/month plus utilities.

2) Continuance of the lease would be negotiated on the same restrictive month-to-month basis and subject to continued funding from the Federal Government.

b. Bay View Methodist Church - 2772 South Kinnickinnic Avenue

1) 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 ten years. This center was operated without charge to the school system until 1986.

2) The lease expires on June 30, 1993, and cannot be renewed. The lease price has been $205/month.

c. Telechek Building - 5401 North 76th Street

1) On November 26, 1985 (Proc., pp. 481-482), the Board authorized the lease of the property to house the Madison Outpost Program.

2) The lease expires on June 30, 1993, and cannot be renewed. The lease price has been $650/month plus utilities.

d. St. Peter's Lutheran Church - 3908 West Capitol Drive

The lease was authorized by the Board during its budget deliberations for the 1989-1990 school year to house the Marshall Outpost Program. This program was eliminated by the school for the 1992-1993 school year due to budget reductions caused by the reallocation of resources initiative approved by the Board as part of its 1992-1993 budget.

e. Boys and Girls Club-Seher Unit - 2404 West Rogers Street

The Pulaski Outpost center was established in 1987 as part of the expansion of the total outpost program. This program was eliminated by the school due to budget reductions caused by the reallocation of resources initiative approved by the Board as part of its 1992-1993 budget.

f. Aurora Weier Education Center - 2669 North Richards Street

1) The Riverside Outpost center was established at Lincoln Downtown Center in 1990 and located in space vacated by the Alternative High School Program. This program was relocated for the 1991-1992 school year in order to reopen Lincoln as a middle school.

2) The lease expires on June 30, 1993 and can be renewed. The lease price has been $135/month.

g. Evangel Assembly of God Church - 9920 West Good Hope Road

The lease was established in 1991 to house the Vincent Outpost center which was formerly located in the Endometriosis Building located at North 76th Place and West Brown Deer Road. This program was eliminated by the school due to budget reductions caused by the reallocation of resources initiative approved by the Board as part of its 1992-1993 budget.

h. Boys and Girls Club-Mary Ryan Unit - 3000 North Sherman Boulevard

1) The Washington Outpost center was relocated from the Parklawn Community Center for the 1991-1992 school year and has been located at this location since.

2) The lease expires on June 30, 1993 and can be renewed. The lease price has been $50/month.

i. Junior Achievement Demmer Center - 734 North 8th Street

1) The lease expires on June 30, 1993, and can be renewed. The lease price has been $975/month. It is possible that a substantial increase may be necessary to continue the program at this location. Over the past several years this lease has been the most difficult to negotiate and subject to the biggest increases. It may be necessary to

recommend discontinuance of this lease depending on the negotiations. The Board will be kept apprised of any problems as they arise.

2) The facility has been utilized to house the Learnfare Sanction Program approved by the Board in 1990.

j. St. Charles Boys Home - 151 South 84th Street

1) This lease was created in 1991 to house two classes of Emotionally Disturbed (ED) students because of a lack of space within the district. Because of continued space problems, this lease was expanded during the 1992-1993 school year to house three classes of ED students. In addition, the Department of Alternative Programs has contract programs at this location not affected by the lease.

2) The lease expires on June 30, 1993, and cannot be extended. The lease price has been $985/month.

k. Historic King Place - 2212 North Dr. Martin Luther King, Jr. Drive

1) 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 is being increased to accommodate other activities by Head Start. Terms will be the same as are now utilized.

2) The lease price has been $2,439/month plus utilities.

l. St. Wenceslaus - 1420 West Scott Street

1) 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.

2) The lease expires on June 30, 1993, and can be renewed. The lease price has been $400/month. It should be noted that there will be a change in church leadership in May. This may result in the need to relocate the program to another facility. Since the determination will not be known until after July 1, 1993, the Administration wishes to proceed on the basis that the space will be available. Should new space be required, the Administration will bring that new lease to the Board for its approval.

During the 1993-94 school year, it is anticipated that additional funds in the amount of $700,000 will be available to the district for Head Start activities. As a result, it is anticipated that an additional four (4) classes will be able to be accommodated. At the present time, Head Start utilizes two classrooms at Centro del Nino located at 500 East Center Street. This building is owned and operated as part of the United Community Center. The entire building will be available for the 1993-1994 school year due to the relocation of the center to new facilities on the south side. As a result, it has been proposed that Head Start expand into the remaining space with 2 - 3 of their needed expansion classes, thus utilizing the entire building. The cost of the lease would be totally funded through Head Start funds and would be subject to annual Board approval and continued Federal funding.

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 office space for the WE Indians Program and Head Start personnel, most of the current leases are for outpost programs. These programs require small amounts of

space and separation from the regular school environment, and as such, are better accommodated in leased facilities. Only the three exceptional education classes are not in permanent space. The expansion

of the Head Start Program at Centro del Nino provides an indication of future trends. With space at a premium in existing buildings, the utilization of leased space will be necessary to house various program components. As a result, additional costs to support these facilities may be required either in increased lease costs or operations expenses. In addition, due to budget constraints, all costs associated with the leases will have to be included in the individual program budgets.

Your Committee recommends:

1. 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, 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.

   b. 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.

   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 1992-1993 at a cost not to exceed $205/month.

   d. Renew the lease for the Junior Achievement Demmer Center located at 734 North 8th Street on identical terms as those in 1992-1993 and that any substantial increase be brought back to the Board for subsequent approval.

   e. 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 1992-1993 at a cost not to exceed $135/month.

   f. Renew the lease for the Boys and Girls Club-Mary Ryan Center on identical terms to those in 1992-1993 at a cost not to exceed $50/month.

   g. Renegotiate the lease for the St. Charles Boys Home located at 151 South 84th Street on identical terms as those in 1992-1993 at a cost not to exceed $985/month.

   h. 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.

   i. 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.

   j. Renew the lease agreement for St. Wenceslaus School located at 1420 West Scott Street at a cost not to exceed $400/month.

   k. 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 1992-1993 at a cost not to exceed $31,200.

2. That all costs associated with the lease agreements be funded by the appropriate program/department budget.

3. That the department of facilities and maintenance services be authorized to provide the appropriate lease administration and coordination.

* * * * *

(ITEM 9) The Superintendent advised your Committee that fund transfers have been requested by various central office units as follows:

Unit	Amount	From	To	Rationale
Educ. Res. & Prog. Assmnt.	$48,000	Consultant Services	Part-time Certificated	Changes in the way performance assessments in mathematics are being developed.
	0	Consultant Services	Office Supplies	
	5,000			
Student Services	8,000	Part-time Clerical	Contract Services	Temporary clerical services are needed due to demands on the division. Personnel from the MPS pool are not available, so contracting for clerical services with a private agency is necessary.

Your Committee recommends that the fund transfers be authorized as indicated above.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

The settlement of certain arbitrations and grievances have previously been approved by the Board of School Directors. The total cost of these settlements is $132,493. These cases should not be charged to a specific school or department account but rather the district. The charges by the litigants are not attributable to the actions of any specific department or school. The charges are:

$74,158	To grievance settlements-teachers for settlement of two arbitration cases related to misconduct proceedings against North Division High School teachers in 1991.
$57,086	To grievance settlements-teachers for payment of attorney's fees and wages due a teacher from Hamilton High School who had been suspended without pay since March, 1992, as a result of misconduct allegations.
$440	To account grievance settlements-food service for payment of a grievance settlement related to the summer assignment of a food service assistant.
$809	To grievance settlements-teachers for payment of various minor grievances for teachers.

Your Committee recommends that $132,493 be transferred from the School Operations Contingent Fund to the appropriate accounts for the purposes listed above.

* * * * *

(ITEM 11) 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 April 15, 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 March 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	$7,447,342	$569,908,428	$425,294,704	$144,613,724	74.6%
Categorically Aided	48,799,303	8,187,678	56,986,981	31,904,804	25,082,177	56.0%
School Nutrition	23,083,231	128,511	23,211,742	15,233,554	7,978,188	65.6%
Construction	22,800,000	5,000,070	27,800,070	7,814,043	19,986,027	28.1%
Extension	6,266,245	47,958	6,314,203	5,376,664	937,539	85.2%

C. Statement of Expenses:

The Superintendent submitted the following Statement of Expenses as of March 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	$7,447,342	$569,908,428	$388,626,572	$181,281,856	68.2%
Categorically Aided	48,799,303	8,187,678	56,986,981	37,415,707	19,571,274	65.7%
School Nutrition	23,083,231	128,511	23,211,742	16,550,374	6,661,368	71.3%
Construction	22,800,000	5,000,070	27,800,070	8,877,244	18,922,826	31.9%
Extension	6,266,245	47,958	6,314,203	4,363,779	1,950,424	69.1%

(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 March 31, 1993, and payrolls through March 26, 1993.

D. Expenditure Control Report.

E. Quarterly Report on Professional Service Contracts.

* * * * *

Separate consideration having been requested of Items 10 and 11, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 10 of the report, relating to a contingent fund transfer for arbitration awards having been set aside as a two-thirds vote of the members present was required, Director O'Connell moved to adopt the report.

Director Johnson requested separate votes on the first two transfers and the last two transfers. There being no objection, the request was granted.

The question being on the transfer of funds for the North Division ($74,158) and Hamilton ($57,086) grievance settlements, the motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, Mallory and Sinicki—3.

The question being on the transfer of funds for the food service grievance ($440) and the various minor grievances ($809), the motion prevailed, the vote being as follows:

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

Noes—None.

Item 11 of the report relating to informational reports submitted by the Superintendent and Secretary-Business Manager having been set aside for separate consideration, the Chair ordered the reports accepted.

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of April 1; April 5 at 9:00 and 11:30 AM and 2:30 PM; April 6 at 9:00 and 11:00 AM and 2:30 PM; April 7; April 19; and April 21, 1993.

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

Ayes—9; Noes—0.

UNFINISHED BUSINESS

The Interim Secretary-Business Manager advised the Board that at the Board meeting on March 31, 1993, Item 7 of the Report of the Finance and Facilities Committee relative to a resolution by Director Lucey on the Naming of Schools was held at the Board level so that Director Lucey might be able to speak to it at this meeting:

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on February 24, 1993 (Proc., p. 539), the Board referred the following resolution, which was introduced by Director Lucey, to the Finance and Facilities Committee.

WHEREAS, The Milwaukee Board of School Directors has adopted decentralization and school-based management as guiding principles of its reform efforts over the last several years; and

WHEREAS, The naming of individual schools is a matter that can appropriately be decided at the school level without requiring the involvement of the School Board in each case; and

WHEREAS, The School Board's policy-making role can best be discharged with respect to the naming of schools by providing basic policy guidelines for schools to follow in considering any name change; now, therefore, be it

RESOLVED, That the Administration review existing Board policy on school name changes and develop a new policy that includes appropriate guidelines and eliminates the requirement of Board approval in every case; and be it

FURTHER RESOLVED, That the Administration bring back its policy proposal in this regard for further consideration and possible adoption by the Board.

Your Committee recommends that the resolution be adopted.

Director Small moved to adopt the resolution.

Director Lucey moved to amend the first *resolved* to read:

RESOLVED, That the Administration review existing Board policy on school name changes and develop a new policy that includes appropriate guidelines and eliminates the requirement ~~of Board approval in every case~~ that every school name change be approved by the Board; and be it

After discussion, Director Lucey requested permission to withdraw his amendment. There being no objection, the request was granted.

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

Ayes—Director Lucey—1.

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

RESOLUTIONS

The following resolution was read by Director Mallory and adopted on a rising vote:

On Behalf of the Board of School Directors:

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

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

WHEREAS, Director O'Connell served as the chair of the Appointment and Instruction Committee for two years; the Instruction Committee for one year; the Community and Advisory Group Relations Committee for two years; the Budget Committee for one year; and

the Personnel and Negotiations Committee for six years and held other committee chairmanships and vice-chairmanships too numerous to mention; and

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

WHEREAS, Director O'Connell brought a city-wide perspective and more recently an historical perspective to the deliberations of the Board; and

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

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

WHEREAS, Director O'Connell's artistic ability memorialized and enlivened numerous important occasions; and

WHEREAS, Director O'Connell, after twenty-one years of dedicated service to the citizens and children of Milwaukee, now relinquishes his seat with some reluctance to provide the opportunity for younger citizens to become involved with the governance of the Milwaukee Public Schools; now therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Donald J. O'Connell for his years of dedicated and loyal service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct its Secretary-Business Manager to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Director Donald J. O'Connell as a tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

The Board adjourned at 9:05 PM.

RONALD J. VAVRIK
Interim Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1993

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	387	412		2	633	12	82	63	7		799
K3	497	305		6	488	39	57	185	27		802
PK	164	98		2	170	1	18	68	3		262
K4	2072	1914		29	2077	175	408	1210	87		3986
K5	4342	4015		100	4829	315	896	2080	137		8357
01	4923	4630		108	5763	383	1012	2175	112		9553
02	4408	4051		97	5029	329	911	1997	96		8459
03	4136	3980		93	4795	333	853	1960	82		8116
04	4001	3879		74	4641	333	883	1869	80		7880
05	3903	3734		98	4395	294	807	1957	85	1	7637
06	3814	3593		92	4454	265	773	1754	69		7407
07	3764	3574		95	4451	239	747	1737	69		7338
08	3268	3425		76	4037	214	720	1578	68		6693
09	3945	3895		119	4520	203	876	2048	74		7840
10	3153	3206		73	3516	204	653	1845	68		6359
11	2333	2506		58	2464	176	450	1632	59		4839
12	1767	1955		39	1820	140	336	1345	42		3722
13	4	1						5			5
Invalid											
TOTAL	50881	49173		1161	58082	3655	10482	25508	1165	1	100054

Total Active Detached..... 74 (Included above) Total Suburban Transfers—5696
Total Inactive..... 342 (Not included above)

Brown Deer	171	Glendale/River Hills	121	Mequon-Thiensville	214	St. Francis	126
Cudahy	260	Greendale	283	New Berlin	106	Wauwatosa	840
Elmbrook	273	Greenfield	67	Nicolet	140	West Allis	342
Fox Point	140	Hamilton	83	Oak Creek	270	Whitefish Bay	373
Franklin	382	Maple Dale-Indian Hills	313	Shorewood	293	Whitnall	257
Germantown	38	Menomonee Falls		South Milwaukee	357		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1477	73.2	126.3	5.0	Milwaukee Tech	1685	78.8	137.9	4.0
Custer	1116	70.2	102.6	5.0	North Division	865	67.8	88.2	4.0
Hamilton	1683	76.8	142.0	5.0	Pulaski	1375	69.6	112.6	5.0
Juneau	795	81.2	76.8	3.0	Riverside	1373	81.7	121.9	5.0
King	1168	88.5	84.7	4.0	South Division	1599	66.0	159.3	5.0
Madison	1157	70.0	114.5	5.0	Vincent	1291	69.9	108.1	5.0
Marshall	1094	88.4	109.9	5.0	Washington	1501	81.5	136.6	5.0
MHSA	790	88.4	73.3	3.0	TOTAL	18969	76.4	1694.7	68.0
MIDDLE SCHOOLS									

Audubon	938	84.6	84.2	3.0	Muir	952	85.3	87.0	4.0
Bell	880	83.2	79.7	3.0	Parkman	535	83.7	54.8	3.0
Burroughs	886	86.4	82.3	4.0	Robinson	511	89.8	51.7	2.0
Edison	842	86.0	84.2	3.0	Roosevelt	606	89.9	52.0	3.0
Fritsche	995	87.0	91.8	4.0	Sarah Scott	626	83.9	61.0	3.0
Grand Avenue	715	79.5	66.5	3.0	Sholes	803	83.4	78.1	3.0
Kosciuszko	617	82.5	81.5	4.0	Steuben	922	88.3	73.0	4.0
Lincoln	616	81.1	55.5	3.0	Walker	797	80.2	76.0	3.0
Malcolm X	612	94.1	61.1	3.0	Webster	988	86.3	85.2	4.0
Acad	482	86.5	47.1	3.0	Wright	742	88.6	69.4	3.0
Milw.Ed.Center	1197	90.2	85.9	4.0	TOTAL	16262	85.8	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	372	87.7	24.1	1.0	Humboldt Park	608	91.7	41.4	2.0
Allen Field	998	88.9	79.9	2.0	Irving	677	88.7	51.7	2.0
Auer	625	88.8	63.4	2.0	Kagel	381	91.9	42.9	1.0
Barton	586	91.3	37.0	2.0	Keefe Av.	629	88.6	65.4	2.0
Brown Street	530	90.5	70.6	2.0	Kilbourn	415	93.0	40.1	1.0
Browning	424	90.1	38.3	1.0	Kluge	563	89.4	45.2	2.0
Bruce	525	90.1	39.5	2.0	LaFollette	638	88.5	62.4	2.0
Bryant	608	86.7	40.7	2.0	Lancaster	568	90.5	38.4	2.0
Burbank	563	87.9	32.7	2.0	Lee	600	87.9	58.2	2.0
Burdick	484	87.7	46.4	1.0	Lincoln Av.	669	87.8	43.4	2.0
Carleton	477	91.6	33.7	1.0	Lloyd St.	542	90.6	41.2	2.0
Cass	608	87.1	50.5	2.0	Longfellow	635	95.4	44.3	2.0
Clarke	490	90.3	50.6	2.0	Lowell	306	88.6	19.5	1.0
Clemens	429	89.2	33.0	2.0	MacDowell	525	92.0	41.5	2.0
Clement	448	89.7	33.7	1.0	Manitoba	345	92.8	49.9	2.0
Congress	494	90.1	30.5	2.0	Maple Tree	529	97.6	32.4	2.0
Cooper	413	87.7	31.2	1.0	Maryland Av.	346	90.8	27.8	1.0
Curtin	354	91.1	26.4	1.0	McNair	296	90.6	26.7	1.0
Doerfler	673	90.3	33.5	2.0	Meir	244	94.8	19.8	1.0
Douglass	301	94.9	24.9	1.0	Milw.Im.French	405	90.2	28.4	1.0
Dover	612	86.9	53.0	2.0	Milw.Im.German	525	93.9	43.2	2.0
Dr. King	533	90.0	76.0	2.0	Milw.Im.Spanish	517	91.7	38.8	1.0
Eighty-first	478	89.5	29.6	1.0	Mitchell	782	88.5	53.0	2.0
Elm	576	93.5	41.7	1.0	Morgandale	602	88.7	48.7	2.0
Emerson	283	91.4	24.5	2.0	Multilingual	345	89.0	36.3	1.0
Engleburg	499	91.7	39.8	2.0	Neeskara	416	92.3	37.4	1.0
Fairview	536	90.5	54.1	2.0	Ninety-fifth	336	91.2	26.3	1.0
Fernwood	462	85.5	33.9	2.0	Palmer	648	88.2	62.1	2.0
Fifty-third	397	92.9	32.3	1.0	Parkview	413	88.9	30.2	1.0
Forest Home	928	91.4	74.2	2.0	Philipp	348	89.5	29.8	1.0
Franklin	579	90.7	57.8	2.0	Pierce	553	89.5	61.2	2.0
Fratney	375	92.2	42.7	1.0	Riley	658	92.1	47.5	2.0
Gaenslen	728	85.2	86.6	2.0	River Trail	352	89.4	25.5	1.0
Garden Homes	508	89.9	44.4	2.0	Seventy-eighth	562	87.9	44.7	2.0
Garfield	431	92.6	37.8	1.0	Sherman	585	94.6	38.3	2.0
Garland	373	85.1	23.9	1.0	Siefert	605	90.6	54.8	2.0
Goodrich	443	92.1	28.2	2.0	Silver Spring	377	89.5	28.9	1.0
Grant	597	90.2	38.0	2.0	Sixty-fifth	364	90.4	29.7	1.0
Grantosa	635	92.5	49.9	2.0	Starms	398	89.5	37.0	1.0
Granville	422	88.6	32.6	2.0	Story	503	90.5	45.2	2.0
Green Bay Av.	557	88.5	58.2	2.0	Stuart	328	94.5	26.8	1.0
Greenfield	392	92.0	33.1	1.0	Thirty-eighth	557	92.4	37.3	2.0
Hampton	588	90.0	40.7	2.0	Thirty-fifth	337	91.1	23.6	1.0
Happy Hill	513	89.2	31.4	2.0	Thirty-first	478	92.5	38.5	2.0
Hartford	608	90.3	41.6	2.0	Thirty-seventh	534	86.8	49.7	2.0
Hawley	335	89.3	23.3	1.0	Thoreau	715	85.8	52.2	2.0
Hawthorne	354	90.7	24.5	2.0	Thurston Woods	353	84.8	29.6	1.0
Hi-Mount	468	89.0	27.5	1.0	Tippecanoe	241	89.9	18.5	1.0
Holmes	749	84.4	79.4	2.0	Townsend	520	93.2	37.0	1.0
Honey Creek	341	90.0	26.9	1.0	Trowbridge	364	86.6	33.4	1.0
Hopkins	758	88.5	60.0	2.0	Twenty-first	586	90.7	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	660	86.9	57.4	2.0	Whitman	403	87.6	37.0	1.0
Urban Waldorf	297	88.3	28.9	1.0	Whittier	205	92.9	12.3	1.0
Victory	479	92.7	40.5	2.0	Wisconsin Av.	685	89.6	46.7	2.0
Vieau	630	92.0	63.8	2.0	Zablocki	609	87.5	50.0	2.0
Wheatley	722	87.7	61.8	2.0	TOTAL	55973	89.9	4601.9	176.0
OTHER SCHOOLS									
Ameila Baker	81	60.1	6.0	1.0	Manitoba Ortho.	133	82.3	.0	.0
Craig	128	75.2	58.0	1.0	Phoenix Alt. HS	122	61.2	10.5	1.0
Demmer	88	49.8	6.2	.0	Pleasant View	115	71.1	44.0	1.0
Hayes	98	60.0	40.0	1.0	Sixty-eighth	205	47.7	15.3	1.0
Kilmer	383	79.9	20.3	1.0	Stay	118	56.3	9.3	1.0
Lady Pitts	224	51.8	33.5	1.0	Commun. Based	1174		33.0	.0
Lapham Park	148	70.4	16.5	1.0					
Lavarnway	43	86.1	7.2	1.0	TOTAL	3060	67.0	299.8	11.0
					MPS TOTAL	94264	85.9	8104.4	324.0

SUPERINTENDENT'S MONTHLY REPORT as of April 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.	39	1	2273	34	28	0	389	5	956	20	40	0	3725	60	3785
Emotion. Dist.	24	2	1381	50	3	0	119	6	492	28	25	1	2044	87	2131
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	45	0	0	6	8	13	41	0	1	58	95	153
Physically Hdcp.	4	0	301	60	17	3	71	7	205	37	8	2	606	109	715
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	103	23	19	2	20	7	94	18	10	0	249	50	299
Mentally Ret.	11	3	1412	221	15	10	149	26	367	109	13	4	1967	373	2340
Speech/Language	42	24	2213	1431	51	45	351	259	1125	714	38	43	3820	2516	6336
School Age Par.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability Total	125	30	7795	1868	134	60	1109	319	3296	968	136	51	12595	3296	15891
Ethnic Totals	155		9663		194		1428		4264		187		15891		